

2021-2022

5.2.1  
2021-2022



- NAAC Accredited "A" Grade Institute.
- Best Institute Award by Savitribai Phule Pune University, Pune.
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Vadgaon Gupta(Vilad Ghat), PO MIDC, Ahmednagar-414111(Maharashtra), India. Tel.: (0) 0241 - 2779558, (D) 0241 - 2777899  
Telefax: 0241 - 2777682 Email: directoribmr@gmail.com Web: www.ibmr.org

**Criteria Student Support and Progression**  
Key Indicator- 5.2 -Student Progression  
NAAC Criteria Metric No: 5.2.1.1

5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years

Year	Name of student placed	Program Graduated from	Name of the Employer	Package (In INR Per annum)
2021-2022	Mr. Lawande Pratik Suresh	MBA	Machintel systems P.Ltd ,Pune	3.60 LPA
2021-2022	Mr. Ghule Santosh Bhausaheb	MBA	Infosys,Pune	9.50 LPA
2021-2022	Mr. Adep Akshay Dattatray	MBA	Markande cooperative Credit society Ltd ,Ahmednagar	1.80 LPA
2021-2022	Mr. Bangar Ramdas Rohidas	MBA	Adecco India Pvt Ltd	2.20 LPA
2021-2022	Mr. Bhor Abhijit Bhagvat	MBA	Sigma Stamping Solution Pvt. Ltd.	3.45 LPA
2021-2022	Miss Boga Shivani Ajay	MBA	Rironsi Automotive ,Ahmednagar	1.00 LPA
2021-2022	Miss Chindhe Pratiksha Bharat	MBA	Dhananjay Roadways P.Ltd,Pune	2.00 LPA
2021-2022	Miss Dikonda Ashwini Narayan	MBA	Khushi traders ,Ahmednagar	1.08 LPA
2021-2022	Miss Dolas Bhaggyashree Manohar	MBA	Kotak Mahindar Bank ,Ahmednagar	1.80 LPA
2021-2022	Mr. Joshi Vishal Rajendra	MBA	i-process Services (India)Pvt Ltd	2.43 LPA
2021-2022	Miss Landge Shreya Rajendra	MBA	Rootsingenious industrial Services	2.40 LPA
2021-2022	Mr. Mehetre Omkar Sunil	MBA	Creative Plast ,Ahmednagar	2.16 LPA
2021-2022	Mr. More Haribhau Motiram	MBA	Savli Urban co operative credit Society Ltd ,Majalgaon.	1.80LPA
2021-2022	Mr. Shinde Sanket Vijay	MBA	Datta enterprises ,Ahmednagar	1.20 LPA
2021-2022	Mr. Sonawane Nikita Somnath	MBA	Star Union Dai-ichi Life Insurance Co.Ltd.Ahmednagar	2.80 LPA
2021-2022	Mr. Mali Suraj Balasaheb	MBA	Unnati Social foundation ,Ahmednagar	1.62 LPA



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2021-2022	Miss Pakhare Harshada Pandurang	MBA	S.K.enterprises ,Ahmednagar	0.96 LPA
2021-2022	Miss Thokale Renuka Kailas	MBA	Team lease Education foundation	1.94 LPA
2021-2022	Mr. Akolkar Abhijeet Subhash	MBA	Bothara Agro Equipments Pvt.Ltd ,Ahmednagar	1.68 LPA
2021-2022	Mr. Bhingardive Sumit Raosaheb	MBA	Core integra Consulting Services Pvt Ltd ,Mumbai	1.95 LPA
2021-2022	Mr. Chaudhari Avinash Babaji	MBA	Alfa Agencies ,Pune	3.00 LPA
2021-2022	Mr. Deshpande Shubham Deepak	MBA	Reliance Retail Ventures Limited ,Ahmednagar	1.74 LPA
2021-2022	Mr. Kale Shubham Raju	MBA	Qness Corp Ltd	1.55 LPA
2021-2022	Mr. Pawar Prasad Zumbar	MBA	Kotak Mahindra Bank ,Ahmednagar	2.86 LPA
2021-2022	Miss Sangale Shivani Dattatray	MBA	PimeCity's Properties.com LLP	1.40 LPA
2021-2022	Miss Talwar Neha Sachin	MBA	Dronacharya Foundation Center	3.60 LPA
2021-2022	Mr. Tulekar Sanket Prakash	MBA	Gal Aluminium Ext Pvt Ltd ,Ahmednagar	1.74 LPA
2021-2022	Mr. Karpe Sagar Rajendra	MBA	L G Balakrishnan & Bros LTD ,Ahmednagar	2.52 LPA
2021-2022	Mr. Shaikh Aman Asif	MBA	Paramount Looms Pvt Ltd	.90 LPA
2021-2022	Mr. Magar Pradeep Gyaneshwar	MBA	Biocon biologics P.Ltd ,Pune	3.00 LPA
2021-2022	Miss Salve Sanskruti Shashikant	MBA	Teamlease Services Ltd	1.73 LPA
2021-2022	Mr. Thokal Sahil Sanjay	MBA	Siddhi forge P.Ltd ,Ahmednagar	1.56 LPA
2021-2022	Miss Bhagwat Mansi Pradip	MCA	Administrator, Deshpande Hospital	1.20 LPA
2021-2022	Miss Dhere Aarti Mahesh	MCA	Web Link Services Pvt Ltd	2.04 LPA
2021-2022	Miss Ithape Vaishali Vijay	MCA	Poornayash IT Services	0.54 LPA
2021-2022	Mr. Jagtap Saurabh Radhakisan	MCA	Tech Mahindra	2.05 LPA
2021-2022	Miss Kamble Shreya Liladhar	MCA	Fortune Cloud Technologies Group	2.00 LPA
2021-2022	Mr. Nandi Vedant Vilas	MCA	Novalworks Software Pvt. Ltd	1.80 LPA
2021-2022	Mr. Nil Mahesh Rajendra	MCA	Apurva Computers Institute	2.20 LPA

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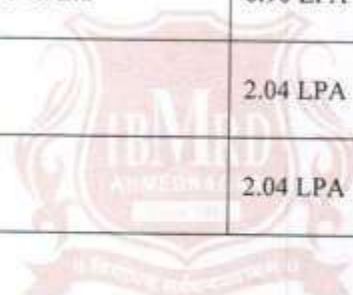
DR.VITHALRAO VIKHE PATIL FOUNDATION'S  
**INSTITUTE OF BUSINESS MANAGEMENT & RURAL DEVELOPMENT**

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2021-2022	Mr. Pachpute Rohan Kaluram	MCA	Suma Soft Pvt Ltd	1.39 LPA
2021-2022	Mr. Pansare Omkar Bhausahab	MCA	PRM Software Solutions	1.44 LPA
2021-2022	Mr. Pathan Shahrukh Mushtak	MCA	Retailware Software Pvt. Ltd	0.90 LPA
2021-2022	Mr. Phalke Aniket Rahul	MCA	PC Zone Computers	2.50 LPA
2021-2022	Mr. Rajpurohit Nilesh Lalit Singh	MCA	Retailware Software Pvt. Ltd	0.60 LPA
2021-2022	Miss Sakane Rohini Rajendra	MCA	OMBIZ Techno Services Pvt Ltd	2.00 LPA
2021-2022	Mr. Sayyed Fiza Arif	MCA	Retailware Software Pvt. Ltd	1.20 LPA
2021-2022	Mr. Wakchaure Akash Yadav	MCA	Poornayash IT Services	0.54 LPA
2021-2022	Mr. Warade Abhijeet Sunil	MCA	Retailware Software Pvt. Ltd	0.90 LPA
2021-2022	Mr. Gholap Kunal Subhash	MCA	Klassic Wheels Ltd	1.80 LPA
2021-2022	Miss Bhagwani Nikita Dharmendra	MCA	Centra Logic Pvt Ltd	2.80 LPA
2021-2022	Mr. Changlani Pravin Manoharlal	MCA	VNMT Solutions Pvt Ltd	3.24 LPA
2021-2022	Miss Dhas Dhanshree Balasaheb	MCA	Fiserv Info Tech Pvt Ltd	1.20 LPA
2021-2022	Miss Gorwa Ishita Neeraj	MCA	Retailware Software Pvt. Ltd	0.90 LPA
2021-2022	Mr. Mankar Manish Shivdas	MCA	Prompt Personnel	2.04 LPA
2021-2022	Miss Munot Suchita Sanjay	MCA	Oswal Digital	2.04 LPA



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2021-2022	Miss Nimase Dnyaneshwari Rohidas	MCA	Oswal Digital	2.04 LPA
2021-2022	Mr. Pathare Rushikesh Ratnakar	MCA	e Clerx	2.39 LPA
2021-2022	Miss Phirkoj Vishal Shrinivas	MCA	Tapi Solutions Pvt Ltd	2.20 LAP
2021-2022	Miss Depalee Mundhe	MCA	Infosis	3.50 LPA
2021-2022	Mr. Pradum Bhutekar	MCA	Automotive Edge Pvt Ltd	2.80 LPA
2021-2022	Mr. Mahesh Zarekar	MCA	Belafast Pvt Ltd	3.00 LPA
2021-2022	Mr. Ashok Khobre	MCA	NBS India Ltd	4.00 LPA
2021-2022	Miss Smriti Sharma	MBA	Sudha Ventilator	1.80 LPA
2021-2022	Mr. Praveen Mhase	MBA	Mahindra Rise (Finance)	1.85 LPA
2021-2022	Miss Deepanjali Shelar	MBA	Team lease Education foundation	1.82 LPA

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Dr. Sanjay Dharmadhikari  
Director, IBMRD



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184294269/Pune**  
**Date: 02/05/2018**

Mr. Pratik Suresh Lawande  
Flat No.101, Sainivara Apartment, Yashoda Nagar, Pipeline Road, Savedi, Ahmednagar Pipeline Road,  
Yashoda Nagar,  
Ahmedagar-414003,  
Maharashtra.  
Tel# 91-7972368545

Dear Pratik Suresh Lawande,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

*652*  
DIRECTOR  
DR. VITTHAL RAO VIKHE PATIL FOUNDATION'S  
I.E.M.R.D., AHMEDNAGAR



**TCS Confidential**  
**TCSL/DT20184294269**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India  
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## PERFORMANCE PAY

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

## OTHER BENEFITS

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

#### **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

#### **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the

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## **TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

## 2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

## 3. Training Period

Continuous Learning is a way of life in TCSL and forms a critical part of your employment with TCSL. On joining TCSL, you will be given the opportunity to undergo our Initial Learning program (ILP). This formal learning will add value to you as a professional and help you to excel in your career.

Formal assessments will be carried out during your learning period. The weighted average of these evaluations will be a major component of your first appraisal.

If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

You may please note that in the event of your performance during the ILP falling short of the required standard, TCSL reserves the right to either extend your ILP or terminate your services. You will be confirmed at the end of twelve months from the date of joining TCSL. This confirmation will be communicated to you in writing.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.



#### **11. Overseas International Assignment Agreement,**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

#### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

#### **14. Notice Period**

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/or performance are not found satisfactory at any point in time during your employment, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



Please note that failure to produce the prescribed set of documents before completion of your Initial Learning Program would entitle TCSL to withdraw this offer letter.

#### **20. Initial Training Programme**

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

#### **21. Letter of Appointment**

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

#### **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

#### **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



GROSS SALARY SHEET

Annexure 1

Name	Pratik Suresh Lawande
Designation	Graduate Trainee
Institute Name	

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,500	18,000
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>15,126</b>	<b>1,93,158</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
<b>GROSS BOUQUET OF BENEFITS</b>	<b>5,332</b>	<b>63,980</b>



## Confidentiality and IP Terms and Conditions

### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



#### **4. Prior knowledge**

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines**

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Restriction on Retainer/Consultant's Rights**

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **8. No License**

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

#### **11. Non-Compete**

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



# INTOSYS



Pratik Lawande



1001071



**MACHINTEL**

TEMPORARY ID CARD

Machintel Systems Pvt Ltd

INDIA



**LOTUS GROUP**

Employee ID: MSPN02921  
 Blood Group: O+ve  
 Aadhar No: 549976616616  
 Emergency:

Name - Santosh . Bhav saheb  
Ghule

Star - MBA-

Company - machintel.pvt

Role - Digital marketing  
Associate - 1  
(DM)

MO - 9420088673 ✓  
- 8459633383

DOB: 19/11/2021  
 DOB: 27/11/1994  
 Address:

Employer Signature

**MACHINTEL SYSTEMS PVT LTD**  
INDIA

This card is the property of the Lotus Group of Companies. If found, please return to the address below.

To check the status of the employee, please call the number below to contact the authorised personnel.

Machintel Systems Pvt Ltd  
 Giga Space IT Park, Alpha 2, 4th Floor,  
 Viman Nagar, Pune, Maharashtra 411014  
 T: +91 20 4860 9600  
 www.machintel.com

56/2  
 DIRECTOR  
 DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
 I.B.M.R.D., AHMEDNAGAR





# श्री मार्कंडेय नागरी सहकारी पतसंस्था मर्यादित

मुख्य कार्यालय : सातभाई मळा, दिल्लीगेट, अहमदनगर - ४१४ ००१. फोन : २३२१६७८, मो. : ८८५५९२८४०९/९३२५६३३८३६

शाखा : श्रमिकनगर, सावेडी, अहमदनगर - ४१४ ००३. फोन : २४२८०२९ मो. : ८९८३३८४९२७

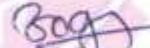
जावक क्र.:

दिनांक : २६/०२/२०२१

## दाखला

श्री. आडेप अक्षय दत्तात्रय यांनी दि.२५/०२/२०२१ रोजी दिलेल्या विनंती अर्जानुसार त्यांना दाखला देण्यात येतो कि श्री.आडेप अक्षय दत्तात्रय हे मागील ६ महिन्यांपासून क्लार्क म्हणून कार्यरत आहे.

सदरचा दाखला त्यांच्या मागणीवरून देण्यात येत आहे.

  
व्यवस्थापक

श्री मार्कंडेय नागरी सहकारी पतसंस्था मर्यादित  
सातभाई मळा, अ.नगर



  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



Date: June 11, 2022

Akshay Dattatray Adep  
S/O Dattatray Erappa Adep  
Ho. No. 21 Satbhai Mala Delhigate  
Ahmednagar City  
Ahmed Nagar  
Maharashtra-414001

Mr/Ms. Akshay Dattatray Adep,

**Sub: Offer of appointment as JR. ASST.**

We are pleased to offer you for the post of JR. ASST. in the Company on the following terms and conditions

1. **Post offered** : JR. ASST.

2. **Place of posting**

You are presently posted at Delhi Gate Ahmednagar . Your services are liable to be transferred / deputed to any of the branches or subsidiaries or affiliate companies of Manappuram Finance Limited, either in existence now or would come into existence within India or Overseas, in the same or different capacity.

3. **Date of Joining**

You are required to report for duty on June 11, 2022 at Delhi Gate Ahmednagar , Ahmed Nagar , Maharashtra .If you require any change in the date of joining, it should be taken up with Human Resource Management Department at the Administrative office well in advance. Your appointment will be effective from the date of your joining duty.

4. **Probation/Confirmation**

You will be on probation for a period of six months. Based on your performance your services will be confirmed with the company in writing after six months. If your performance is not found to be satisfactory or up to the expected level, your probation period will be extended for a further period of 6 months at the discretion of the Management. During probation period, your services are liable to be terminated without assigning any reason.



You will be provided with necessary training at each phase of your career. The training shall be imparted through the Company's sole Learning Experience Platform-MADU. All your benefits such as, Salary Increment/ Promotion/ Transfer shall be considered only based on the successful completion of the training, within the time frame assigned to you. For accessing MADU, visit <https://lms.manappuram.com/madu/login.aspx>

## 20. Salary Stack Up

Remuneration Details	
Employee Name	AKSHAY DATTATRAY ADEP
Employee Code	384853
Date of Joining	11-jun-2022
Designation	JR. ASST.
Department	GOLD LOAN
Branch	DELHI GATE AHMEDNAGAR

Benefits		
	Monthly	Yearly
Basic Pay	9000	108000
VDA	2444	29328
Minimum Wage Adjustment	2710	32520
City Allowance	1250	15000
PF Employer Contribution	1840.19	22082.28
Bonus	2830.80	33969.60
ESI Employer Contribution	478.45	5741.40
<b>CTC (Cost to Company)</b>	<b>20553</b>	<b>246641</b>
Deductions		
EPF (Employee Contribution)	1800	21600
ESI (Employee Contribution)	116	1392
Recurring Deposit	1000	12000
Staff Welfare Fund	100	1200
<b>Total Deductions</b>	<b>3016</b>	<b>36192</b>
<b>Net Salary</b>	<b>12488</b>	<b>149856</b>
<b>Gross Salary</b>	<b>15404</b>	<b>184848</b>

(Wages & Dearness Allowance as per cost of living index calculated on the basis of applicable rules in respective state),



**21. Documents to be Produced**

- a) Copies of your certificates, testimonials, proof of age, Mark sheets. Qualification, experience etc duly attested by a Gazetted Officer.
- b) Four Recent Passport size photographs.
- c) Physical Fitness Certificate from a Medical Officer not below the rank of an Asst.
- d) Relieving letter from your present employer, if applicable.
- e) Stamp paper worth Rs.200/-
- f) Police Verification Certificate from the nearest police station.
- g) Copy of Adhar card/ National Population Register (NPR) and Copy of PAN card.
- h) Bank account details with IFSC code.

Please sign and return the duplicate copy of this appointment letter to us as a token of your acceptance of the terms and conditions mentioned therein.

We welcome you to Manappuram family and look forward to a long and mutually beneficial relationship.

With best wishes,

For Manappuram Finance Limited,

Komal Sagar Gaikwad



Applicant Id : GS6821\_IL011\_000026  
 Name : Mr RAMDAS ROHIDAS BANGAR  
 Location : PUNE

Date: 19-12-2019

**OFFER LETTER**

Dear RAMDAS ROHIDAS BANGAR

Thank you for meeting us.

Based on your resume and the interview you had with us, we are pleased to make you an offer of appointment as **OFFICE ASSOCIATE** on deputation to our client **ITC LIMITED** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The **Net Salary (In Hand)** offered to you is **Rs 18500.00 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **PUNE**. However, you will be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities.

This appointment offer is subject to:

- a) The information provided by you in your resume and interviews are correct and valid.
- b) This appointment is valid from the date of your joining which should not be later than **15 days** of issuance of this letter; your expected DOJ is **18-12-2019**. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below. Please carry the following documents (original as well as photocopies) when you visit our Branch office to complete the joining formalities.
  - Aadhar card for proof of identity, proof date of birth and proof of address.
  - Educational certificates
  - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
  - PAN Card, Bank A/C details with proof
  - Six passport size photographs
  - Experience certificates and relieving letter from your previous employer (if applicable).
  - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards, yours truly,

Authorized Signatory  
 Adecco India Pvt. Ltd.

*Dr. Vitthalrao Vikhe Patil*  
 DIRECTOR  
 DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
 I.B.M.R.D., AHMEDNAGAR

I hereby accept the above-mentioned terms and conditions.

Name: Ramdas Bangar Signature: [Signature] Date: 19/12/19



Ade

Adecco

Corporate Office :

No. 2, NAL Wind Tunnel Road

Murugeshpalya, Bangalore - 560017

Tel: +91 80 3589 7070, Fax: +91 80 4111 9020

Murugeshpalya, Bangalore - 560017

Tel: +91 80 3589 7070, Fax: +91 80 4111 9020

COMPENSATION SHEET

Applicant ID : GS6821_IL011_000026	
Name : Mr RAMDAS ROHIDAS BANGAR	
Designation : OFFICE ASSOCIATE	
<b>Compensation</b>	<b>Rs. Per Month</b>
BASIC SALARY	12000.00
Statutory Advance Bonus	999.00
CONVEYANCE	1600.00
HOUSE RENT ALLOWANCE	4436.00
MEDICAL ALLOWANCE	1250.00
Sub Total (A)	20285.00
Other Employer Costs:-	
EMPLOYER PF ADMIN CHARGES	120.00
EMPLOYERS PROVIDENT FUND	1440.00
EMPLOYERS ESI	627.00
Sub Total (B)	2187.00
Cost to Company : (A)+(B)	22472.00
Other Employee Costs:-	
ESI	145.00
PROVIDENT FUND	1440.00
PROFESSIONAL TAX	200.00
Sub Total of deductions (C)	1785.00
Take Home: (A) - (C)	18500.00

Annual CTC Rs. 269664.00

Note: "Net salary is subjected to all statutory deductions and applicable tax deductions"


  
 ADECCO INDIA PVT. LTD. PUNE

Authorized Signatory  
 Adecco India Pvt. Ltd.

567  
 DIRECTOR  
 DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
 I.B.M.R.D., AHMEDNAGAR

I hereby accept the above-mentioned terms and conditions.

Name: Ramdas Bangar Signature: [Signature] Date: 19/12/19



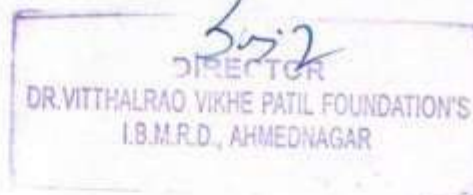
2 | Page

### CONSENT LETTER

- Adecco India ("Adecco") may collect, use or disclose the Personal Data which you provide to Adecco India for the Purpose described in the Adecco's Data Privacy Policy (<https://www.adecco.co.in/privacy-policy/>) ("Adecco Policy") including the provision of Services, storage, analytical or dispute resolution purposes, as well as, to comply with applicable laws, regulations and Adecco's internal policies. Capitalized terms used in this form and not expressly defined shall have the same meaning as set out in the Adecco Policy.
- Adecco may also share your Personal Data with Adecco's employees, officers, directors, clients (and its agents), suppliers or third party vendors (IT, financial and legal advisors), or any statutory authorities and/or to any other Adecco affiliates, based locally or abroad, in order to reasonably achieve the Purpose. In any case, transfers to third parties will strictly be on a need to know basis, in order to comply with contractual or legal obligations.
- Adecco will handle, maintain and store your Personal Data - for a limited period of time, in compliance with Adecco Policy and the applicable laws and regulations.
- Adecco relies on your Personal Data to achieve the Purpose; hence, you warrant that the Personal Data you provide is accurate, correct and complete. If you wish to correct, update or delete your Personal Data, you may contact Adecco's Data Protection Officer at [legal.India@adecco.com](mailto:legal.India@adecco.com).
- You are entitled to withdraw this consent at any time by giving notice to the Adecco's Data Protection Officer. You acknowledge that such withdrawal shall apply prospectively and only affect Adecco's future use or disclosure of your Personal Data.
- If you have any queries regarding Adecco's treatment of your Personal Data, this consent form or any related matter, you may refer to Adecco's Data Protection Officer at: [legal.India@adecco.com](mailto:legal.India@adecco.com)
- For any government welfare scheme Aadhar is mandatory. Accordingly by signing this explicit consent letter you hereby allow Adecco to collect your Aadhar card/details. This will enable Adecco to link your Aadhar details to welfare schemes like ESI, EPFO etc. If you have any issue in sharing the details please specify the reasons in writing.
- You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described

Name : Ramesh Bhangar

Signature & Date :  19/12/2019





**SIGMA STAFFING SOLUTIONS PVT. LTD.**  
(AN ISO 9001: 2015 CERTIFIED COMPANY)

SSSPL/HR/LOO-OCT'2022

Date: - 13.10.2022

**Mr. Abhijit Bhagwat Bhor**

Chikhali, Ahmednagar,  
Maharashtra, 413728  
Mob. No.: - +91- 9561549335

Letter of Offer

Dear **Abhijit**,

This has reference to your application and the subsequent interview you had with us. We are pleased to make you this offer of engagement as **Associate-Sales Support** to perform duties with our client M/s JK Cement. You will be paid Gross Salary of Rs. **28,800** Per Month. You will be initially deputed at **Ahmednagar** office of the client.

This offer is subject to:

1. Your joining which should not be later than **14.10.2022**.
2. The information provided by you in Employment Application and interview is correct and valid.
3. Your medical fitness.
4. On the submission of following documents and Verification of your credentials, testimonials and other particulars.
  - a. Proof of your academic/ professional qualifications & Date of Birth.
  - b. Proof of address/Identity (copy of Aadhaar card/Passport/PAN Card/DL).
  - c. Salary slips of past 3 months from the last employer.
  - d. Experience/Relieving certificate from previous employers.
  - e. Latest Passport size Photograph (5 copies).
  - f. Family Group Photograph (Postcard Size).

This engagement is valid upto the validity of our contract for Manpower services with M/s JK Cement.

Detailed engagement letter mentioning terms & conditions will be issued at the time of your joining. Any claims based on alleged verbal promises by any authority in the organization, not a part of this letter will not be entertained.

We welcome you to Sigma Staffing Solutions Pvt. Ltd. and look forward to have a happy association with us. We request your confirmation of acceptance of this offer by returning us a signed copy of this letter.

**For SIGMA STAFFING SOLUTIONS PVT. LTD.**



**(Devendra Kumar Srivastava)**  
**(Authorized Signatory)**





## Rironsi Automotive

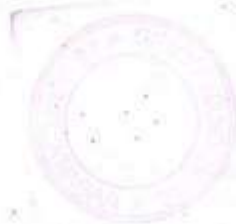
Near Auxilium High School, Nagar-Manmad Road, Savedi, Ahmednagar - 414 003. (MS) India.  
Tel.: 2422770/71, Fax : 91-241-2422771 Email : info@rironsihonda.in

Date: - 23/02/2021

To,  
The Principal,  
Dr. Vitthalrao Vikhe Patil Foundation's  
Institute of business, Management and Rural Development  
ViladGhat, Ahmednagar.

This is to certify that Miss. Shivani Ajay Boga is working in my organization in the department of CRE since 17 September 2019. She is salaried since last two years.

Rironsi Automotive



507  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

Date:- 24/02/2021

To,  
The Principal,  
Dr. Vitthalrao Vikhe Patil foundation's  
Institute of business, Management and Rural Development  
Vilad Ghat, Ahmednagar.

Subject:- Application regarding Attendance.

Respected Sir,

I am Shivani Ajay Boga, took admission in your college for the course of M.B.A. I am doing job at Rironsi Automotive. Therefore, I am not able to attend the college regularly. I will submit all the practical's and submissions timely.

Kindly grand my request. I will be grateful.

*S.A. Boga*  
Yours Faithfully

**Miss. Shivani Ajay Boga**





# DHANANJAY ROADWAYS PVT. LTD.

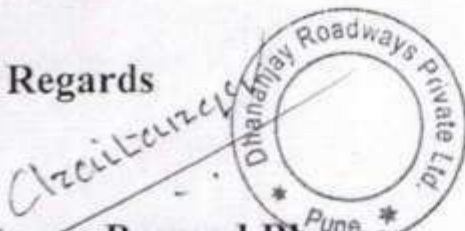
Fleet Owners & Transport Contractor  
An ISO - 9001 : 2008 Crisil Certified Company

Date :- 02.02.2022

## TO WHOMSOEVER IT MAY CONCERN

This letter intends to confirm that Miss Pratiksha Bharat Chindhe is regular employee of this organization. She have joined this company from 20<sup>th</sup> December 2021 as Assistant Accountant. Any queries in this regard will be entertained on request.

With Regards



Chaitanya Pramod Bhavsar

Executive Director

Dhananjay Roadways Private Ltd.

H. O. : Plot No. 158, Sec. No. 23, PCNTDA, Transport Nagar, Nigdi, Pune 411 044.  
Regd. Office : 8, Bhosale Pagaria Towers, Opp. Sandvik Asia Ltd., Dapodi, Pune - 411 012.  
Tel. : (020) 20275236/ (R) 27658616 Mobile : 08087855553/08983434879  
E-mail : dhananjayroadways@yahoo.com / pramoddbhavsar@gmail.com

  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



# Khushi Traders

**Distributor : Vimal, Luminous, V Guard, Usha**

Plot No. 2, Sai Colony, Savedi, Ahmednagar.

Mob. : 9823226344 / 9511889066 • Email : sangram.andhale@gmail.com

Ref. No. :

Date: 22/01/2021

To whomever it may concern too,

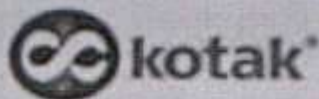
This is to certify that Miss. Ashwini Narayan Dikonda is working in my organisation in the department of accounts since April 2019. She is salaried since last two years.

  
\* खुशी ट्रेडर्स \*

प्लॉट नं. २, साई कॉलनी, सावेडी रोड,  
अहमदनगर-४१४ ००३



  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.O., AHMEDNAGAR



04-May-2022

BHAGGYASHREE MANOHAR DOLAS

Applicant ID: DCCB2994

Maharashtra



**CONTRACT FOR SPECIAL SERVICES**

This contract for services to be rendered has been drawn up between Kotak Mahindra Bank Limited & BHAGGYASHREE MANOHAR DOLAS and sets out the terms and conditions under which Kotak Mahindra Bank Ltd. has offered, and BHAGGYASHREE MANOHAR DOLAS has agreed to accept and render services at the Company's office or at such other location as Kotak Mahindra Bank Ltd may inform, in the course of performance of your contract, you may be required to oversee the performance of other or others.

1. This contract shall commence from **05-May-2022**, and shall be for a fixed period of **2 Years** commencing from this date. This contract will terminate on **04-May-2024** unless otherwise renewed or before this is determined earlier according to the provisions of this Contract. Notwithstanding anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 Years and on the expiry of the aforesaid period this arrangement shall automatically come to an end without any further notice to you.

2. The details of your remuneration are enumerated in **Annexure A**, enclosed. You will not be entitled to claim any other privileges/benefits including but not limited to bonus which may be paid to the employees of Kotak Mahindra Bank Ltd, except the annual remuneration payable during the tenure of the Contract.

3. You shall perform/participate in such activities as may be assigned to you by your employer from time to time. The reporting time, lunch/tea break, etc. will be informed to you at the office premises by the employer and the same shall be subject to exigencies of work.

4. You shall always throughout the tenure of the contract act in the best interests of the Company and you shall not do or cause to do any act or engage in activities which would prejudice and/or result in conflict with the interests of the company.

5. You may be required to work on staggered timings/shifts, the timings for which may be altered from time to time as per the discretion of the Company. During the tenure of your contract you are entitled to leave as per the company policy and such leave to you against your notice will not be reasonably withheld. This shall be in addition to the leave on all Sundays and all holidays as applicable to our company.

Kotak Mahindra Bank Limited  
CIN L85110MH1995PLC020127  
Kotak Mahindra Building No. 21,  
Zone 4, 2nd Floor, Infinity Park  
Off Western Express Highway  
General A K Marg,  
Mumbai (E), Mumbai - 400047  
India

T +91 22 69056825  
F +91 22 67235071  
www.kotak.com

Registered Office:  
27 BKC, C 37, G Block,  
Sahara Plaza Complex,  
Banora (E), Mumbai - 400 061  
India

5/5/22  
DIRECTOR  
DR. VITHAL M. C. WADHAPATI FOUNDATION'S  
L.I.M.F.O., AHMEDNAGAR

Dolas Bm

6. This contract is subjected to your providing all documents required by the company. You hereby represent that on your entering into this contract there are no obligations/actions pending against you which may prejudice your performance of this contract. It is expressly agreed and understood that your contract is liable to be revoked/terminated if it is found at any time during the tenure of your contract that any of the representative information furnished by you to the company at the time of your commencement of contract is found to be incorrect or false.

7. If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, then you shall bring this to the notice of the Company as soon as possible and furnish the Company all the information relating thereto as it may reasonably require.

8. You shall faithfully observe all the rules and regulations of the Company and comply with all reasonable orders of the superiors and attend to duties punctually at such place or places, as may be required by the Company. You shall also abide by and implement "The Corporate Policy manual on confidentiality and code of conduct" as approved by the Company and rules as made applicable from time to time.

9. You shall not at any time during the tenure of this contract or after its termination, without the consent of the Company in writing, divulge, directly or indirectly, any knowledge, information or documents whether relating to Company processes, operations, procedures, transactions or not, acquired by him/her in the course of service rendered concerning the business or affair of the Company or its associates or clients and which are confidential and in the nature of a trade secret or secret in other respects the disclosure of which will cause harm/damage to the Company, its associates or clients.

In line with the Insider Trading Regulations of the securities and Exchange Board of India Act of 1992, as modified from time to time, you shall not deal in securities of a firm listed in the stock exchanges, when in possession of any unpublished price sensitive information or communicate such information to any person except as required in the normal course of work, or under any law, or counsel any person to deal in securities on the basis of such information.

10. You are not authorized to and must not at any time:

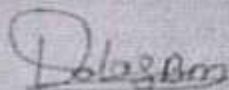
- a) Trade on your own account by pledging the credit of the Company;
- b) Even on the Company's account, enter into any transaction of a speculative or gambling nature or otherwise subject the Company to risk which are beyond its Financial capacity to bear;
- c) Enter into any commitment, dealing or obligation on behalf of the Company, except to the extent of operating the Company's bank account or accounts as empowered by a resolution of the Board of Directors of the Company.

11. You shall not accept directly or indirectly any commission, share in profit, presents or gratuities from any party dealing with, or seeking to deal with the Company or its affiliates.

Kotak Mahindra Bank Limited  
CIN L6511CMH1885PLC028127  
Kotak Infiniti Building No. 21,  
Zone 4, 2nd Floor, Infiniti Park  
Off Western Express Highway  
General A K Marg,  
Malad (E), Mumbai - 400097  
India.

T +91 22 6656626  
F +91 22 6729071  
www.kotak.com

Registered Office  
27 BKC, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai - 400 051  
India.





12. You shall inform the Company without delay of any act of dishonesty, fraud or cheating or any damage to the Company's property that you may come to know of whether the same is under contemplation or is taking place or has already taken place.

13. You will abide by all the relevant policies of the Company that are in force from time to time. This includes, inter alia, the Information Security Policy.

14. You shall not without prior consent of the Company in writing, which will not be unreasonably withheld, publish any book or brochure or article concerning any matter, which relates to any activity of the Company.

15. This arrangement can be terminated by the Company, without any notice or payment of any kind in lieu of notice, in the following cases:

a) Any incorrect information furnished by you or on suppression of any material information.

b) Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this agreement or a violation on your part of any of the Company's rules.

c) You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude.

16. Subject to the right of the Company to terminate this employment in accordance with clause 15, it may be terminated either by the Company or yourself by giving 1 Month's prior notice to the other.

16.1 If due to any misconduct/wrongful action/negligence by you while performing your duties, the Bank suffers any loss or damage to its property or any money is outstanding from you on account of any facility availed by you from the Bank; then without prejudice to any other right available with the Bank, the Bank is entitled to recover the loss caused or the money outstanding, by debiting your account and/or from any money payable by the Bank to you on account of any other relationship maintained by you with the Bank, without any reference or recourse to you and you irrevocably agree and unconditionally authorize the Bank to do so. You also agree and authorize the Bank to mark a lien on, any sum it is holding on your behalf or payable to you under any relationship, until the loss and/or outstanding amount is recovered in full.

17. If any term or provision of this contract or any application thereof shall be declared or held invalid, illegal or unenforceable, in whole or in part, whether generally or in any particular jurisdiction, such provision shall be deemed amended to the extent, but only to the extent to cure such invalidity, illegality or unenforceability, and the validity, legality or enforceability, of the remaining provisions, both generally and in every other jurisdiction, shall not in any way be affected or impaired thereby.

18. This contract shall be governed by, and construed in accordance with, the laws of the Republic of India and courts at Mumbai.

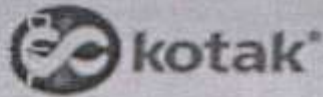
19. This contract constitutes the entire understanding between you and the Company relating to the contract

Kotak Mahindra Bank Limited  
CIN L66110MH1885PLC028137  
Kotak Infinity Building No. 21,  
Zone 4, 2nd Floor, Infinity Park  
Off Western Express Highway  
General A K Marg,  
Malad (E), Mumbai - 400087  
India

T +91 22 66086026  
F +91 22 67259071  
www.kotak.com

Registered Office:  
27 BKC, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai - 400 051  
India





Kotak Mahindra Bank

of services by the Company and super ceases and cancels all prior written and oral agreements and understandings with respect to the subject matter of this appointment. This contract may be amended by a subsequent written agreement between you and the Company.

20. The contract will terminate by efflux of time on **04-May-2024**. However, the Company will retain the option of extending the contract if it so desires on such terms as the Company deems fit.

21. On completion of your contract, you will hand over the charge to your immediate superior.

22. If you are suspended for any misconduct reported against you at any time pending enquiry and orders in your matter, you will not be entitled to any compensation during the period of such suspension.

23. At the end of the contract mentioned above, you shall not make any claim of employment or any other monetary claim against the management/Company and you shall not be deemed to be an employee of the Company at any time.

In case the above terms and conditions are acceptable to you, please sign in the space provided below in token of your acceptance

Your's faithfully,  
For Kotak Mahindra Bank Ltd

Authorized Signatory

The above terms and conditions have been explained to me and understood by me. The same are acceptable to me and I am signing herein below in token of acceptance of the terms and conditions.

BHAGGYASHREE MANOHAR DOLAS

Kotak Mahindra Bank Limited  
CIN L80110MH1905PLC026157  
Kotak Infinity, Building No. 21,  
Zone 4, 2nd Floor, Infinity Park  
Off Western Express Highway  
General A K Marg,  
Malad (E), Mumbai - 400057  
India

T +91 22 66066925  
F +91 22 67209021  
www.kotak.com

Registered Office:  
27 BKC, C 27, G-Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai - 400 051  
India.

Name	
Role	Back Office Executive
W.E.F	05-May-2022
Grade	D0
State - Location	Maharashtra

Particulars	Monthly	Annual
Basic	11,353	136,230
HRA Allowance	2,901	34,816
Statutory Bonus	946	11,348
Professional Allowance		
Term Life and GPA Insurance Premium		750
<b>Gross CTC</b>		<b>183,144</b>
Company PF		16,348
<b>Total CTC</b>	<b>15,200</b>	<b>199,492</b>
Approx Monthly Net	<b>13,638</b>	

- Company contribution towards PF is 12%
- Under the Kotak Term Group Plan, you get covered upto 5 lakhs or 1.5 times CTC whichever is higher in case of death.



Date : 13-Jul-2021  
RRF.No : iprocess4850

To

VISHAL RAJENDRA JOSHI,

Plot no 135 Manoday, Near Shivaji Mangal Karyalaya, Kedgaon  
Ahmednagar Maharashtra  
414001 India

Letter of Offer

Dear VISHAL RAJENDRA JOSHI,

With reference to your interview and online documentations submitted for seeking employment with the organization, we are pleased to offer you the post of **SR. EXECUTIVE** at **GRADE-10** with **i-Process Services (India) Private Limited**.

Your total emoluments shall be as per Annexure attached hereto and your date of joining shall be **14-Jul-2021**

You will report at our following client work location:

**ICICI Bank Limited, ICICI BANK LTD, A Wing Amber Plaza Building , Opp Yashwantrao Sahakar Sabharuh , Near Old ST Stand, Ahmednagar -414001 Maharashtra**

A detailed letter of appointment shall be issued to you upon your joining subject to verification of your references and other details provided by you. This letter of offer is issued to you based on the representations made by you and this offer of appointment / subsequent appointment is subject to:

- Satisfactory results of verifications and reference checks to be carried out by us. In case the Company considers that your verification / reference checks are not up to the desired level, the letter of offer / subsequent appointment letter shall automatically stands withdrawn and, even if you have joined duty, your services shall be terminated with immediate effect without any compensation notice or salary in lieu thereof.
- If you fail to join on the date specified hereinabove, **the offer shall stand withdrawn.**

You are requested to give your acceptance online to this offer letter accordingly.

**For i-Process Services (India) Private Limited**

Authorized Signatory

DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR





Name of the Employee VISHAL RAJENDRA JOSHI  
Date of Joining 14-Jul-2021  
Designation SR. EXECUTIVE  
Grade GRADE-10  
Location Pune

Pay Component	Monthly Amount	Annual Amount
Fixed CTC		
Gross Salary	14450	173400
Basic	9000	108000
HRA	500	6000
Conveyance Allowance	800	9600
Medical Allowance	750	9000
Supplementary Allowance	3400	40800
Retiral Other Benefits	2577	30924
Employee PF	1674	20088
Employee EDI	470	5640
Gratuity	433	5196
Total Fixed CTC	17027	204324





Date : 13-Jul-2021

RRF No : iprocess4850

JOINING SLIP

Name : VISHAL RAJENDRA JOSHI  
Date of Birth : 27-Jul-1998  
FATHER'S NAME : Rajendra Vitthal Joshi  
PRESENT ADDRESS : Plot no 135 Manoday, Near Shivaji Mangal Karyalaya,  
Kedgaon@Ahmednagar Maharashtra 414001 India  
MOBILE NO : +91-8080636458  
JOINING DATE : 14-Jul-2021  
LOCATION : Pune  
OFFICIAL REPORTING ADDRESS : ICICI BANK LTD, A Wing Amber Plaza Building , Opp  
Yashwantrao Sahakar Sabharuh , Near Old ST Stand,  
Ahmednagar -414001 Maharashtra

For i-Process Services (India) Private Limited

Authorized Signatory





Ref: RIS/2022/Contract/DES1115

Date: 11-Nov-2022

## APPOINTMENT LETTER

To,  
**Miss Shreya Rajendra Landge**  
201, Rameshwar Appartment, Vaibhav Colony,  
Near Vaiduwadi Savedi,  
Ahmednagar- 414003,  
Maharashtra, India  
Mob: +91 9011203775 / 8788383828  
Email Id: [shreyarlandge@gmail.com](mailto:shreyarlandge@gmail.com)

**Subject:** Appointment Letter for post of Data Entry Specialist (Fix-term contract on Man-month basis)

Dear Miss Shreya,

With reference to your application and the discussions you have had with us, we are pleased to appoint you as Data Entry Specialist (Man-month basis) in our organization on the following terms and conditions,

### Terms and Conditions:

1. Your services under this man-month contract shall be for a period of Six months, beginning from Tuesday, 1<sup>st</sup> November 2022.
2. You will be assigned to our Clients organization at their Pune office as a Data Entry Specialist.
3. You will be paid Lumpsum amount of Rs.20,000/- per man-month basis for performing Data Entry job including PO and GRN creation for daily Inspection activities conducted in and around Pune region by various surveyors in accordance with assigned work by our Client. It is clarified that in addition to the above, you will not be entitled to any other benefits.
4. You are required to work throughout the month from Mon to Fri (5 days a week) with 1 day holiday each week. There will be NO other paid leaves or holidays applicable. The necessary deduction on pro-rata basis will be applied from your monthly fees for any shortfalls in number of required working days. If you are required to work on your holiday as per client request, the payment for the same will be compensated to you on a pro-rata basis of your monthly fees.
5. You are required to fully comply with all applicable health, safety, ethical, environmental and other rules, regulations, codes of practice and requirements of our Clients organization.

Page 1 of 4

*S. V. Patil*  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

[www.rootsingenious.com](http://www.rootsingenious.com)

[rootsingenious@gmail.com](mailto:rootsingenious@gmail.com)

+91-8446801973

202/E2, Nirman Viva, S.No. 11 & 12,  
Sinhgad Law College Road,  
Ambegaon Budruk, Pune - 411046



Ref: RIS/2022/Contract/DES1115

6. Your services can be extended further on mutual basis or terminated earlier with One Month notice on either side, without assigning any reason. The relieving notice period for your services is 30 days.
7. This appointment and your continuance on full-time contract role are subject to your having been found medically fit by the authorized Medical Practitioner. The copy for the same shall be submitted as and when requested by our Company or our Client.
8. You will treat all documents and information received in connection with this assignment from our Client as private and confidential, and shall not publish or disclose any particulars of the contract without the prior consent in writing from both our Client and our Company Management.
9. You will be required to comply with all rules and regulations as our Company or our Client may frame from time to time.
10. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
11. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
12. You are required to read and understand of requirements and confirm full compliance to the Business Partner Code of Conduct document (BPCC) and HSSE Requirements Handbook for Subcontractors and Non-Exclusives (Version 7, July 2020) as issued by our Client. *The copies for the same is enclosed with this Appointment Letter for your review and confirmation.*

## Terms of Payments:

- i. The man-month rate agreed here is inclusive of daily local to & fro travelling to the Clients Pune office.
- ii. RootsIngenious Industrial Services will pay agreed Man-month fees (per this appointment letter) for total number of days worked during the month along with reimbursement, if any to your savings bank account by 8th day of following month after receipt of your monthly timesheet duly approved by our Client and receipt of all required inputs under 'Data Entry Specialist\_Daily Attendace Log'.
- iii. Quarterly TDS certificate, where applicable will be provided for monthly TDS deducted from the total fees paid.

## Job Responsibilities:

The following Job responsibilities shall be performed as per direction by client, but not limited to,

- a. Coordinate with backend office as and when required

Page 2 of 4

[www.rootsingenious.com](http://www.rootsingenious.com)

[rootsingenious@gmail.com](mailto:rootsingenious@gmail.com)

+91-8446801973

202/E2, Nirman Viva, S.No. 11 & 12,   
Sinhgad Law College Road,  
Ambegaon Budruk, Pune - 411046



Ref: RIS/2022/Contract/DES1115

- b. Type in data provided directly from customers
- c. Receive notifications and keep the database updated for day-to-day scheduling of activities for field employees
- d. Upload client documents necessary for performing field activities
- e. Receive visit reports and other supporting documents for each visit and upload the same in the system
- f. Create Purchase Orders and GRNs for each inspection activity as per requirement.
- g. Keep the system data updated on daily basis for management review
- h. Prepare various reports/matrix as per direction for Management review

#### Work Quality:

All the services provided by you for the assigned work shall be of good quality, in conformance with the highest standards of the profession and in conformance with agreed contract with our Client.

You are further advised to submit following documents in order to confirm your joining,

- Duly signed (with name and date) copy for each page of this Appointment letter
- Copy of Education Certificate and other technical qualification (eg, MS-CIT, Tally-ERP, Advance Excel etc)
- Copy of PAN Card
- Copy of Bank pass book or Cancelled cheque for your savings account
- Copy of Passport or Aadhaar Card
- Copy of Address proof
- Latest Passport Photo

Kindly sign a copy of this Appointment letter in acceptance of the above mentioned terms and conditions and return the same for our records.

We welcome you to The Rootsingenious Industrial Services family and look forward to a fruitful collaboration.

With best wishes,

For, Rootsingenious Industrial Services, Pune, Maharashtra

Prafullakumar Buddhadeo

Page 3 of 4

[www.rootsingenious.com](http://www.rootsingenious.com)

[rootsingenious@gmail.com](mailto:rootsingenious@gmail.com)

+91-8446801973

202/E2, Nirman Viva, S.No. 11 & 12,  
Sinhgad Law College Road,  
Ambegaon Budruk, Pune - 411046





Ref: RIS/2022/Contract/DES1115

Managing Director  
M- +91 8446801973 | Email: [rootsingenious@gmail.com](mailto:rootsingenious@gmail.com)

### Acknowledgement:

I have read the above appointment letter and have been explained the terms and conditions of my Fix-term contract service which I accept. I have gone through the Business Partner Code of Conduct document (BPCC) and HSSE Requirements Handbook for Subcontractors and Non-Exclusives (Version 7, July 2020) as issued by Client of Rootsingenious Industrial Services and confirm full understanding and compliance. I agree to provide my services as Data Entry Specialist on full time man-month effective immediately.

Full Name  
Shreya Rajendra Landge

Signature

Date: 13/11/2022





## CREATIVE PLAST

Plot No. M-63, M.I.D.C., Ahmednagar 414 111  
Mobile - 9922971767 / 9923392382  
Email - creativeplast2016@gmail.com

REF NO- CP/20-21/09

Date :- 1<sup>st</sup> June 2020

TO,

Mr. Omkar Sunil Mehetre.

A/P- Station Road, Mehetre Mala, Rahuri,

Tal- Rahuri

Dist- Ahmednagar

Sub :- Appointment for the post of Accounts Manager.

Dear Mr. Omkar Sunil Mehetre.

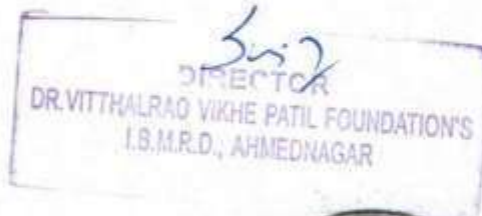
This has to reference to your performance shown to us. We pleased to inform you that you have been offered as executive position to Accounts Manager for Creative Plast for the, with effect from 6<sup>th</sup> June 2020. The other terms & conditions will be as per our discussions and mutual agreement. We look forward a long, healthy and mutually beneficial association.

Kindly return copy of this letter duly signed by you as an acceptance of this Appointment Letter.

We wish you all the **Very Good Luck & Expecting A Very Good Work** than Previously You Had.

  
Specimen Signatory

1. \_\_\_\_\_




Thanking You,

Yours Faithfully,

For Creative Plast



  
Authorized Signatory

## OFFER LETTER

Date: 17<sup>th</sup> August 2022

Dear Ms. MORE HARIBHAU MOTIRAM,

Subsequent to the face to face interview you had with us, we are pleased to offer you the position of **loan officers**.

Your Date of Joining will be **17<sup>th</sup> August 2022**.

Your Monthly take home salary will be **Rs. 15,000/- (fifteen thousand only)**.

You shall be under the probation period for 3 months from the date of joining. During the probation period, if you choose to resign or terminate your employment with us you must serve a notice for 30 days failing which you will be required to reimburse the training cost spent on you.

The company reserves the right to terminate you at any point without notice if found in violation of any of the company policies.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Request you to bring along the below mentioned documents at the time of joining.

- Passport size Photograph (5copies)
- Copy of PAN card
- Photo ID proof
- Copy of Education certificates [SSLC/HSC/Graduation/post-Graduation/Diploma/etc.]
- Address Proof (Voting Card/Driving License/Passport/Ration Card/Rent Agreement)
- Copy of Employment/Service Certificate from the previous employer
- Copy of 3 months Bank Statement and Salary slip from the previous Employer

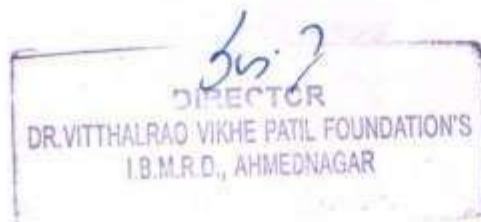
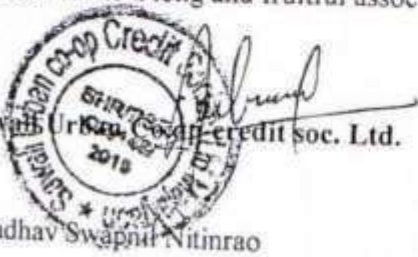
Please sign the duplicate copy of this letter as a token of acceptance of the same.

We look forward to a long and fruitful association with you.

For, Sawant Urkha Credit Soc. Ltd.

Name: Jadhav Swapnil Nitinrao

Designation: CEO



## “Appointment Letter”

Date: 01/08/2017

To,  
Mr. Sanket Vijay Shinde  
A/p. Near Water Tank, Vilad, Ahmednagar – 414 111

Dear Mr.Sanket,

On behalf of Datta Enterprises it is my pleasure to confirm an appointment with our organization as “**Accountant**”.

**Compensation:** Your total CTC **Rs.1.80 Lac** (annual CTC amount) payable in monthly instalments and will be subject to statutory and other deductions as per company policy.

**Probation Period:** there will be an initial probation period of Six months from the date of employment, which may be extended by Datta Enterprises as its discretion.

**Working Hours:** The working hours are going to be from 9.30 Am to 6.30 PM. The company works typically Six days a week. You will be expected to work in the shift assigned to you by your supervisors. You will be required to work Six days a week and your weekly off may not necessarily be on Sunday.

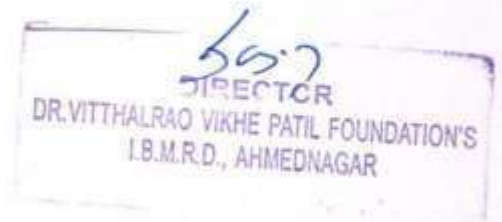
**Leaves:** You will be entitled to get **15** annual leaves every year. All leave requests must be submitted to your supervisor in writing in prior to the period of time requested.

**Place of employment:** Your initial place of employment will be **A'Nagar**. However, based on the needs of the company you may be transferred to any of the branches of the company.

**Notice Period:** You are required to provide a notice period of **30** days. Company may accept the resignation immediately or in a time period of less than 1 month to 3 months based on the priorities.

Yours truly,

Datta Enterprises



Authorized Signatory

Employee Signature



## Annexure A

Name	Nikita Somnath Sonkawane	Designation	Insurance Trainee
Position	Insurance Trainee - Bancassurance_UBI 2	Department	Bancassurance_UBI 2
State	Maharashtra	Location & Region	Ahmednagar, Maharashtra, India, (Ahmednagar BO)
Grade	M12	Scale	Staff Level

## Remuneration Details

SALARY COMPUTATION			
Components	Per Annum	Per Month	Component Description
Basic	75640	6303	30% of Total Fixed Pay
HRA	37820	3152	50% of Basic
Adhoc Allowance	63035	5253	Refer to the details below
Advance Bonus	36000	3000	As per the Payment of Bonus Act ( This is paid on monthly basis)
Gratuity	3638		As per the Payment of Gratuity Act
<b>Fixed Pay</b>	<b>216133</b>	<b>18011</b>	
Conveyance Allowance	24000	2000	As per Company Policy
Mobile Conveyance	12000	1000	As per Company Policy
<b>Total Fixed Pay</b>	<b>252133</b>	<b>21011</b>	
Company Contribution to PF	20961	1747	Company Contribution to Provident Fund as per Provident Fund Act
Company Contribution to ESIC	6906	576	Company Contribution to ESIC as per ESIC Act
<b>Gross Total Fixed Pay GTFP</b>	<b>280000</b>	<b>23333</b>	



Star Union Dai-ichi  
Life Insurance

A 200% venture of  
State Life Insurance Corporation of India | Union Bank | Dai-ichi Life

02-06-2022

To,  
Nikita Somnath Sonawane,

,  
,  
,

Dear Nikita Somnath Sonawane,

**Offer Letter: Insurance Trainee - Bancassurance\_UBI 2**

With reference to your interview with us, we are pleased to offer you the position of **Insurance Trainee, M12, in Ahmednagar, Maharashtra, India, (Ahmednagar BO)**. You will be on probation for a period of 6 months. Your confirmation in the service of the Company will be subject to your successfully completing your probation.

1. Your Cost to Company has been enclosed in Annexure A.
2. Your initial posting will be in **Bancassurance\_UBI 2, Ahmednagar, Maharashtra, India, (Ahmednagar BO)**. However, the company reserves the right to utilize your services at any other place within or outside the country.
3. This is a provisional offer. Your formal appointment and the issuance of the final Letter of Appointment is subject to the following conditions:
  - a. Actual production of Relieving letter or acceptance of resignation letter from your current employer.
  - b. Actual production of documents and certificates regarding educational qualifications, work experience, remuneration, identity and references, personal data sheet.  
Please refer to the Annexure B for the list of documents.
4. (i) Joining in the company is subject to generation of employee code. Submitting joining documents does not make you eligible as the employee of the company. Company upon receiving your joining documents will validate, post which the decision of hiring with the company is taken. The candidate will be deemed to have not joined the company unless his/her employee code is generated and communicated by the company.  
4. (ii) Candidate who has worked with Star Union Dai ichi Life Insurance Co. Ltd. (SUD Life) earlier will be considered as rehiring instance. Please note that rehiring is subject to fulfilling certain specific criteria and approval of the Competent Authority. It is advised to bring it to the notice of the company in writing if you have worked with SUD Life earlier before acceptance of this offer. Any non-compliance to this effect will be considered as a case of non-disclosure of material facts influencing the decision with respect to hiring of the candidate. All such cases will be considered as violation of code of conduct of the company and his/her continuation in the company will be solely at the discretion of the company.

562  
DIRECTOR

DR. VITTHALRAO VIKHE PATIL FOUNDATION

I.B.M.R.D., AHMEDNAGAR

**Star Union Dai-ichi Life Insurance Company Limited**

Registered Office: 11<sup>th</sup> Floor, Vishwaroop IT Park, Plot No. 34, 35 & 38, Sector 30A of IIP, Vashi, Navi Mumbai - 400 703.

Toll Free No: 1800 266 8833 (9:30 am to 6:30 pm - Mon to Sat) | Tel: 022-7196 6200 | Fax: 022-7196 2811

Email: [customercare@sudlife.in](mailto:customercare@sudlife.in) | Website: [www.sudlife.in](http://www.sudlife.in) | IRDAI Regn. No. 142 | CIN: U66010MH2007PLC174472

Trademark used under licence from respective owners.

Life!



# Star Union Dai-ichi Life Insurance

A joint venture of  
Bank of India Union Bank Dai-ichi Life

5. Your offer and appointment is made basis the information furnished and representation made by you from time to time. The company and third party appointed by the company shall be entitled to conduct background verification and reference checks from all requisite sources to ascertain and establish the facts furnished by you. During verification, there may be certain documents/facts/proofs required to be produced from your side. In case, you are not able to produce the same within stipulated time frame, the company reserves the right to put your salary on hold for such time till you submit the said documents.  
In case of negative background verification, the company reserves the right to terminate your services and take such further action as deemed necessary in the interest of the company.

6. In such cases where you possess insurance agency code of another insurance company(ies), you are required to ensure that your code is deactivated and you submit the NOC from the concerned insurance company(ies) within 30 days of your joining SUD Life failing which SUD Life reserves the right to keep your salary on hold and take such action as deemed necessary which may also include termination of your services from SUD Life.

7. In case of your resignation or termination from the services of SUD Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of incentive/performance bonus and the quantum of such incentive/ performance bonus to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

Please acknowledge the receipt of this offer by returning this duplicate copy within 2 days from the date of this letter, duly signed and stating your date of joining which should not be later than 09-06-2022.

Yours faithfully,

**Dinesh Bojwani**  
SVP & Head - Human Resources

I, **Nikita Somnath Sonawane**, have read the above terms and conditions and hereby accept the offer.

Expected Date of Joining: ..... Signature: .....

*Swiz*  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



*26 online!*



## MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SUD Life Insurance, I, **Nikita Somnath Sonnawane**, declare that;

1) I am medically fit to accept the offer of employment extended to me and fully understand that in the event of my being found medically unfit to discharge the responsibilities assigned to me, the company shall have the right to terminate my services forthwith.

2) I suffer / have suffered from (mention if any):

If required I agree to undergo the medical examination as decided by the company to satisfy itself of my medical fitness. The company's decision in this regard shall be final and binding. This is, however, without prejudice to the right of the company to terminate my services in future in case I am found medically unfit to discharge the responsibilities assigned to me.

(Signature of the candidate)

Date:

Place:

## Our Accolades



Golden Peacock Award 2021



Asia's Best Employer Brand Awards 2021



The Economic Times Best Brands 2021



Women Super Achiever Award 2021



CSR Leadership Excellence Award CSR 2021

Gartner

Eye on Innovation Award 2020



*Sri 2*  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR







Note: Advance Bonus component shown above would be paid as part of the monthly salary.

Flexi Component Details	Maximum Allowable Annual Limit	Remarks
LTA	Maximum up to 12.5% of Basic	Eligible for all grades. This can be opted for up to 12.5% of Basic salary. LTA amount will be a part of reimbursable benefits and paid off with the salary after the employee submits proof of travel etc. in the format and in accordance with the Income Tax rule.
NPS	Maximum up to 10% of Basic	Eligible for all grades. This as per the NPS rules
Company Car Scheme (Only applicable from M06 and above)	-	As per your grade eligibility
Fuel Reimbursement - Co. Car Scheme	-	
Driver Reimbursement - Co. Car Scheme	-	

Benefits Scheme	Sum Insured	Remarks
Group Term Life Policy Benefit	2000000	Coverage as per company's policy
Group Mediclaim Policy Benefit	200000	As per company Policy. For self, spouse & 2 children premium is borne by company.
Group Personal Accident Policy Benefit	2000000	As per company Policy. This is borne by company



Please refer to Annexure B for details of documents to be submitted prior to joining.

**Annexure B**

**ATTACHMENT TO OFFER LETTER**

Please submit the following documents, as may be applicable to you, to the company prior to the date of joining.

List of documents are as below

***Identity Details (all mandatory)***

1. Recent passport size colour photograph
2. Aadhar Card (If the Aadhar Card is not available, then the Aadhar card application need to be uploaded)
3. Address Proof (Passport / Driving License)
4. PAN Card (In absence of PAN card, a copy of application with application no. of PAN card)
5. Updated/Latest Resume

***Previous Employment Details***

1. Appointment Letter/ Offer Letter of current employer
2. Resignation acceptance and Relieving letter of current employer
3. Relieving letter from previous employer
4. Any one from the below documents
  - a. Form 16
  - b. Payslip (Last 3 Months)
  - c. Bank Statement (Last 3 Months)
5. Latest Increment Letter

***Education Details (all mandatory)***

1. Last two highest qualification - Passing certificates
2. Last two highest qualification - Mark sheets

***Other documents***

Scan copy of cancelled cheque (*mandatory*)

After receiving the above documents, we will issue the hard copy of your Appointment letter on the date of joining.

On joining you will also be required to furnish the following:

1. PF Nomination Form
2. Family dependent details
3. Any other relevant information that may be required

Once you join us, you are required to immediately open salary account with any of our partner banks and inform your account number to HR at the earliest.



of online!



# Unnati Social Foundation

Let's join hands together for better tomorrow!

## Appointment Letter

TO : mali suraj balasaheb

On behalf of UNNATI SOCIAL FOUNDATION, we here by inform you that you are appointed as Project coordinator in our foundation, Details as follows :

POSITION : Project coordinator

MONTHLY SALARY : 13500rs

ANNUAL BONUS : Based on your performance

In the best interest of UNNATI SOCIAL FOUNDATION, We will need your confirmation immediately.

We look forward to you being a part of our team.

  
25/03/2019  
President  
Unnati Social Foundation



  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

Head Office : 2nd Floor, Kadba Market, Market Yard, Ahmednagar 414001, Maharashtra (India)  
Reach at us : +91 90 287 25 368 / +91 84-110-26-001 | Email : contactus@unnatifindia.org

■ Society Registration No. : MAHARASHTRA/927/2010/AHMEDNAGAR ■ Trust Registration No. : F114709 ■ 80 G Registration No. : No.PN/CIT (Exempt)/Tech/80G/38/2015-164198  
(Donations given to Unnati are TAX exempted)





Office : Plot No. 14, Industrial Estate, Nagar - Pune Road, Kedgaon, Ahmednagar - 414 005.  
0241- 2417043 8925103333 skeprocessorsindia@yahoo.com

9-FEB-2022

Ms. Harshada Pandurang Pakhare  
Eknath Nagar, Nepti Road  
Kedgaon, Ahmednagar, Maharashtra 414005.

**LETTER OF APPOINTMENT**

Dear Harshada Pandurang Pakhare,

We are delighted to welcome you to **S K ENTERPRISES** for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of 'Operation Executive' in an E waste management unit. Your Monthly Compensation shall be 8,000/- Rs. (Eight thousand Rupees Only) inclusive all. Effective from **February 10, 2022**.

Submission of all necessary documents:

- 1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
- 2 Proof of date of birth
- 3 Copies of Pan Card and Address Proof
- 4 One recent passport size color photograph
- 5 Copy of acceptance of resignation letter and relieving letter from your previous employer

We at **S K ENTERPRISES** wish you success and look forward to your having a long and rewarding career with us.

Yours faithfully,

**S K ENTERPRISES**  
Proprietor



*S. V. Patil*  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



Date: 02 Aug 2022

Name: Ms Renuka Kailas Thokale  
Trainee ID: TR10429108  
At:-Station Road Post:Rahuri Tal:Rahuri

Dist.Ahmednagar-413705 413705

Dear Ms Renuka Kailas Thokale

**Course Registration Letter**

We are pleased to engage you as a Trainee subject to the following terms and Conditions:

1. The period of training shall be 2 Years 11 Months 30 Days months with start date 02 Aug 2022 and end date 31 Jul 2025 and the same shall not be entitled for any further extension.
2. It shall not be obligatory on our part or of the company wherein you will undergo the On Job Training to offer any employment to you during or on successful completion of your Training Period. As a Trainee undergoing Training in an establishment you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to or in relation to you and your On Job Training shall be solely governed by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM) Regulations, 2013.
3. During the course of this training programme you would be going through online session on the followings:
  - a. Communication Skills
  - b. Personality Development and
  - c. Computer Skills
4. During the tenure of your On Job Training you shall abide by the provisions and regulations from time to time as intimated to you by us and / or the establishment wherein you will undergo On Job Training including but not limited to all matters of conduct, discipline and safety.
5. You shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. You shall maintain a record of the details of your On Job Training during your On Job Training period.
7. You hereby agree to be liable for the following terms and conditions:
  - i. Fully perform the On Job Training, until the completion of the term of this Course Registration letter and such performance shall not be inconsistent with any obligation you may have to other third parties.
  - ii. Neither engage in any conduct which is detrimental to the interest of TeamLease Skills University nor receive any payments of any nature directly or indirectly unless agreed to by TeamLease Skills University Extend all cooperation and do all such things as may be necessary and comply with all terms of this letter so as to effectively undertake the On Job Training.
  - iii. Report and be present at the designated location during the On Job Training Hours mentioned herein and abide by the provisions of All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations, 2013.
  - iv. Comply with the safety, health and other rules and regulations of TeamLease University that you have been made aware of.
8. Either party may terminate this Course Registration Letter by issuing 30 days' notice in writing or payment thereof.

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The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

Any disagreement or dispute between TeamLease Skills University and You arising out of the Terms and Conditions of this Course Registration Letter or any other Terms intimated to you from Time to Time with reference to this Course Registration Letter or Incidental or ancillary thereto, shall be referred to and governed by the provisions of the terms laid of the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2013.



**\*\*This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.\*\***

Doc ID: TL/01AEB7DD5A5

TEAMLEASE EDUCATION FOUNDATION ,CIN No: U80903KA2011NPL130127  
Registered Office: 6th Floor, BMTC Commercial Complex, 80 Feet Road, Koramangala, Bangalore - 560095  
Campus: ITC Building, JTI Campus, Tetsali, Vadodara - 390 009, Gujarat | Ph: 265-3309100/ Toll free no :1800 2338578  
[www.teamleasefoundation.org](http://www.teamleasefoundation.org)

# BOTHARA

AGRO EQUIPMENTS PVT. LTD.

Manufacturers of 'PARAS' Sprinkler System and Rigid PVC Pipe, HDPE Pipe, Column Pipe & Plumbing System

Factory : A-13/1/1, MIDC, Ahmednagar - 414111 (M.S.)  
Regd. Office : B-16, MIDC, Ahmednagar - 414111  
Tel.No. (0241) 2778325 Fax No. (0241) 2778325  
E-mail : bothara@bothara.com

[www.parasgroup.net](http://www.parasgroup.net) CIN : U29219PN1994PTC080577



Ref NO-BAEPL/078/019

Date: 15<sup>th</sup> Dec 2019

To,

Mr. Abhijeet Subhash Akolkar .

A/P - Datta Vasahat Rahurl Kh,

Tal: - Rahurl

Dist- Ahmednagar.

**Sub: Appointment for the post of Sales coordinator**

Dear Mr. Abhijeet Subhash Akolkar.

This has to reference to your performance shown to us. We pleased to inform you that you have been offered as executive position to **Sales coordinator** for Micro Irrigation for the , with effect from 20<sup>th</sup> Dec 2019 The other terms & conditions will be as per our discussions and mutual agreement We look forward a long, healthy and mutually beneficial association.

Kindly return copy of this letter duly signed by you as an acceptance of this Appointment Letter

We wish you all the Very Good Luck & Expecting A Very Good Work than Previously You Had.

  
Specimen Signatory

1. \_\_\_\_\_


Thanking you.

Yours Faithfully,

For Bothara Agro Equipments Pvt. Ltd



Authorized Signatory

  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION  
I.B.N.R.D., AHMEDNAGAR

Correspondence Address - Bothara Compound, Industrial Estate, Nagar-Pune Road,  
Ahmednagar - 414 005 (MS) India. Fax No. : (0241) 2551624. E-mail - paras@parasgroup.net



Transforming Opportunities to Integral Solutions

Date 01-Aug-2022

Letter of Employment

DEAR Sumit Raosaheb Bhingardive,

We are pleased to offer you employment in our organization **Core Integra Consulting Services Pvt. Ltd.** ("Company") situated Mumbai as **Operation Executive** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **01-Aug-2022** till **31-Jul-2023**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work. Unless otherwise extended by mutual consent, this contract shall stand terminated on its expiry i.e., on **31-Jul-2023**
2. You will be deputed by the company to work at the clients' office / premises at their locations on **01-Aug-2022**.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This contract shall be terminable by either party giving 30 days notice in writing or salary in lieu of notice, to the other party.
5. This offer is subject to background and police clearance. As a condition of accepting this offer of employment, you may be required to submit to a background screening. Unsatisfactory results from, refusal to cooperate with, or any attempt to affect the results of this check may result in termination of employment.
6. You will, with effect from **01-Aug-2022** be deputed by the Company to work at the Client's office/ premises at any of their locations, either onsite or offshore. The working week will be 6 (six) days. It is expressly understood that at all times you are an employee of the Company and there is no employee employer relationship between you and the client.
7. You will be governed by the policies of the Client's organization with respect to holidays. You will be entitled to 23 (Twenty Three) days annual leave. In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account opened for this purpose.

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Yours truly,

For Core Integra Consulting Services Pvt. Ltd



DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

Authorized Signatory

Core Integra Consulting Services Pvt Ltd

\*, 01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Marol Bus Depot, Andheri East

Mumbai-400 093 Tel: 91-22-29261501 www.coreintegra.com





**STANDARD TERMS OF EMPLOYMENT**

**1. VALIDITY TERM OF EMPLOYMENT:** Notwithstanding anything above, depending upon the aforementioned project/work/deputation, the Company reserves its right to extend/renew your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend/renew your temporary assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment; you shall be governed by such terms and conditions as may be indicated therein.

It is specifically understood by you that during your term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as the Company or otherwise.

1.3 Your appointment is being made on the basis of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed void ab initio and liable for termination without notice.

1.4 In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

**2. COMPENSATION:**

2.1. As detailed in Annexure I.

**3. TERMINATION:** 3.1. At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company or if you do not return equipment that has been assigned to you, the same may be adjusted against any monies due to you by the Company on account of salary, bonus or any other payment owed to you under the terms of your employment. If at any time during the course of this Contract, you engage in any act that is illegal or in violation of the Rules / Policies of the Client, you will be terminated without notice.

**4. DISCRETION:** 4.1. During the period of this Contract, your services could be deputed at the sole discretion of the Company to any of the company's clients to do work pertaining to or incidental to such Client's business. Such deputation will be communicated to you by way of a letter from the Company, and this will be effective from the date mentioned in such letter.

**5. DEPUTATION:** 5.1. During the tenure of the deputation, you will continue to be an employee of the Company and your compensation and applicable allowances shall be payable only by the Company. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowance, directly from the Client to whose site you may be deputed.

**6. RULES/POLICIES OF THE CLIENT:**

6.1. In the day-to-day functioning or carrying out your responsibilities and duties, and will undertake to abide by any suggestions, etc. given by any assigned person(s).

6.2. You shall also abide by any training that may be offered to you by the Client.

**Core Integra Consulting Services Pvt Ltd**

" , 01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Marol Bus Depot, Andheri East

Mumbai-400 093 Tel: 91-22-29261501 www.coreintegra.com





## Transforming Opportunities to Integral Solutions

6.3. Your work schedule would be as per the business Requirements.

**7. NON - DISCLOSURE:** 7.1. You shall take care not to disclose or divulge confidential information/trade secrets, etc. belonging either to the Company or to the Client, that you may come across in the course of your responsibilities either to the Company and/or to the Client or to anyone outside the Client's organization and you shall use such confidential information only in connection with the services provided by you to such Client.

7.2. Further, you shall not utilize any Confidential Information acquired in consequence of your employment for your benefit or for the benefit of any third party other than the Company or its Client who has disclosed such Confidential Information or for whom you have created the Confidential Information.

**8. ASSIGNMENT OF INTELLECTUAL PROPERTY RIGHTS:** 8.1. You are employed by the company on the express understanding that all services provided by you whether at the Company site(s) or on deputation, are being done on behalf of the company or its clients. Consequently, any and all intellectual property rights (including but not limited to patents, copyrights, trademarks, etc.) arising therein shall be owned exclusively by the Company or its clients to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with the Company or its clients exclusively and solely either in favor of the Company or its clients and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights vests solely with the company or its clients, as the case may be.

**9. LIABILITY:** 9.1. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the Client. This arrangement of deputation is purely a contractual agreement between the Company and the Client for the time specified.

9.2. Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in this regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

9.3. You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit, against you.

**10. INDEMNITY:** 10.1 You shall indemnify and hold harmless the Client, its subsidiaries, affiliates, third-parties and their respective officers, directors, agents and employees from any claim or demand, or actions including reasonable attorneys' fees, made by any third party or penalty imposed due to or arising out of your breach of this Contract, or the documents they incorporate by reference, or your violation of any law, rules or regulations or the rights of a third party.

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

All other terms and conditions of your employment remain unchanged.

We want you to understand that this is a rapidly growing company. It is a challenging environment that will require a lot of time and effort on your part. The Company is an evolving organization that can provide opportunities to individuals with talent that are committed to reaching our corporate goals. The Company provides a work environment that inspires creativity, outstanding client service, attention to detail and personal advancement. This is the kind of work environment that brings the best out in our employees and in turn brings the best in our Clients. We welcome your experience and skills to our team and expect your effort and talent to be a part of our growth and success.

**Core Integra Consulting Services Pvt Ltd**

\*, 01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Marol Bus Depot, Andheri East

Mumbai-400 093 Tel: 91-22-29261501 [www.coreintegra.com](http://www.coreintegra.com)





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### CLIENT ASSETS POLICY

#### Asset Usage & Security

All assets acquired for or on behalf of the company shall be deemed Client property. Each employee issued with an asset is responsible for the security of that asset & related accessories, regardless of whether the asset is used in the office, at the employee's place of residence, or in any other location such as a hotel, conference room, car or airport etc. The Coreintegra may recover costs from the employee towards loss, damage or non-return of the asset.

#### Reporting loss/damage of asset

In the event of loss of asset, the employee will be required to lodge an FIR with the concerned police station.

Asset loss or damage should also be immediately reported to the IT and Administration departments for further formalities.

#### Installation of unauthorized/ illegal software.

Employees are prohibited from installing unauthorized/ illegal software on Client provided assets. It is also recommended that use of the asset for personal requirements be kept to a minimum.

#### Policy ownership and implementation

The policy will be owned by HR/IT who will be responsible for making suitable amendments, if any, from time to time. The IT department will be responsible for the implementation of the policy

#### Termination of services

The employee will be required to return the asset to the IT Department on termination of services with the Company in good working condition. In the event of an employee absconding or any other unauthorized absenteeism, post availing the facility, the same will be deemed as offence and the Company will initiate legal action against such employee.

Core Integra Consulting Services Pvt Ltd

\*, 01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Marol Bus Depot, Andheri East

Mumbai-400 093 Tel: 91-22-29261501 [www.coreintegra.com](http://www.coreintegra.com)



<b>Annexure I</b>	
Name :	Sumit Raosaheb Bhingardive
Designation :	Operation Executive
Joining Date :	01-Aug-2022
<b>Salary Head</b>	<b>Amount Per Month</b>
<b>Earnings</b>	
<b>Monthly Component</b>	
Basic	13427
HRA	671
Transport Allowance	0
DEPUTATION ALLOWANCE	0
MEDICAL ALLOWANCE	0
<b>Gross Salary (A)</b>	<b>14098</b>
<b>Deductions</b>	
PF (Employee contribution)	1611
Professional Tax	200
E.S.I.C.	106
Income Tax	As Applicable
<b>Gross Deductions (B)</b>	<b>1917</b>
<b>Net Take Home Pay ( A - B )</b>	<b>12181</b>
<b>Company Contributions</b>	
PF (Company contribution)	1611
Admin @1.00%	134
ESIC	458
<b>Total ( C )</b>	<b>2203</b>
<b>Cost To Company - CTC ( A + C )</b>	<b>16301</b>

Professional Tax: As per government rule

Gratuity: - Paid As per Gratuity Act, 1972.

Income Tax:- Will be Deducted As per income tax rule

Bonus if applicable & payable, will be paid as provisions of Payment of Bonus Act, 1965

For CoreIntegra Consulting Services Pvt. Ltd

I agree and accept the above terms




Authorized Signatory

Signature of the Employee

Core Integra Consulting Services Pvt Ltd

\*, 01st Floor, Vinmar House, Plot no : A/41, Road No:- 02, MIDC, Opp. Marol Bus Depot, Andheri East

Mumbai-400 093 Tel: 91-22-29261501 www.coreintegra.com



Registered Office : B/19, Umakunj, 55 Ideal Colony, Pune - 411 029, India.  
• Tel - 491 20 24486135 / 24481725 • E-mail : alphaagencies24@gmail.com

To,

Avinash B Chaudhari,

Pune, Maharashtra

Sub : Offer letter for the position of Management trainee At Pune.

Dear Sir/Madam,

We are pleased to inform you that, you have been selected for above post on following terms & conditions,

Basic Salary	( Fixed Component)	3,00,000/- (P.A)
Incentive Quarterly		
Q-1	(Target 30L)	30000.00
Q-2	(Target 30L)	30000.00
Q-3	(Target 30L)	30000.00
Q-4	(Target 30L)	30000.00
Total		4,20,000.00

- 1) Over achievement of target will have additional incentive of 1% on over and above amt.
- 2) Company will provide mobile sim card.
- 3) Daily travelling expenses will be paid by company subject to submission of DSR.
- 4) Performance will be reviewed after six month on satisfactory performance, you will be given permanent letter, plus other perks like casual leaves & sick leave will be applicable.
- 5) There will 2 months Notice Period if you planned to leave the Job.
- 6) Date of Joining is 06.05.2022.

For Alpha Agencies  
HR & ADMIN



DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

# Reliance SMSL Limited

Ref: HR/FEB/22/KT/60332357/1001128480

Date: 13.02.2022

**Shubham Deshapande**  
State: Maharashtra

## Offer cum Appointment Letter

Dear **Shubham Deshapande**,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to appoint you as **Customer Acquisition Officer** in the employment of the company.

Your Employment shall be for a Fixed Term commencing from **10.03.2022** and shall automatically end on **10.03.2023**.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **Associate Trainee** in Grade **KT** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs.169764.00** /- **One Lakh Sixty Nine Thousand Seven Hundred Sixty Four Rupees** /- per annum as below:

	Rs. per month
Basic	8488
HRA	5659
Conveyance Allowance	0.00
<b>Monthly Gross</b>	<b>14147</b>
<b>Annual Gross</b>	<b>169764</b>

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

The tenure of your employment shall be subject to requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of project with the client. Upon your joining, the terms and conditions in this letter shall form your appointment letter and terms of appointment as mentioned in Annexure I.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)  
CIN: U74699MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800

  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



# Reliance SMSL Limited

Yours faithfully,  
For **Reliance SMSL Limited**



**Authorized Signatory**

Signature of the Employee: \_\_\_\_\_

Encl:

1. Terms and Conditions of Employment - **Annexure - I**
2. List of Documents - **Annexure - II**

  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)  
CIN: U74999MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800

# Reliance SMSL Limited

## Annexure - I

### TERMS & CONDITIONS OF EMPLOYMENT

1. Your contract of employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Company. The Company has the right to get you medically examined by company nominated medical practitioner anytime during the course of employment. In the event of your being found medically unfit, you will lose your lien on the employment leading to determination of this contract.
2. Your appointment is based on the basis of the personal particulars furnished by you in the application for employment. In case any information furnished by you is found false or incorrect, your appointment will be liable to be terminated without any notice or notice pay in lieu of notice.
3. The address and the email address as indicated in your application for appointment shall be used for sending any communication to you and every such sent communication shall be deemed to have been served upon you. You will immediately notify change of address or civil status, if any.
4. All the above emoluments should be reduced to the extent of absence without leave or leave without pay. Only Basic Salary shall be reckoned for computing the contribution to the Provident Fund.
5. You have expressly given no objection in favour of the Company (Or its group Companies and associates) to share and suitably store your personal information and documents, including but not limited to Aadhar number and other Government issued Identity Cards with any antecedent verification agencies or any other service providers appointed by the company from time to time.
6. You agree to abide by all practices and policies of the company as may be applicable from time to time such as dress code, Leave and Holidays Policy, Compensation, Working Hours, Weekly Holiday, IT Policy, Information Security Policy, Policy against Sexual Harassment, Policy on Ethics & Code of Conduct and discipline, Service Rules, administrative orders and any such other rules or orders of the client or the Company.
7. Your employment is transferable to any other present or future place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. Such transfer will not entail any increase in your salary and / or adversely affect your emoluments.
8. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you return to work within 8 days from the commencement of such absence and explain in writing to the satisfaction of the Management regarding such absence.
9. Your Contract is liable to be terminated any time by giving one month notice in writing by either side or payment of one month Basic salary in lieu thereof. You shall attend duties till you are relieved from the service in writing.

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)  
CIN: U74999MH2007FLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800





# Reliance SMSL Limited

10. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of in-discipline or inefficiency / poor performance. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
11. You may be laid-off on payment of 50% wages on account of shortage of work, materials, electricity and similar other reasons.
12. You will be bound by the code of conduct, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions and terms of employment.
13. You shall cooperate with the client's employees, customers, representatives/ promoters of other companies and discharge duties to the best of your skill and ability and display high standard of initiative, efficiency and economy. You shall obey and comply with all the orders and directions given to you by your superior/s or any other person duly authorized in that behalf at the place of your posting.
14. Your employment is purely on exclusive basis and you will not take up any independent or individual assignments without the express written consent of your superiors. You will refrain from any activity that results in a conflict of interests between you and the Company.
15. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that came to you during the course of your employment without prior permission in writing.
16. As we are manpower service providers to others, in case of any eventuality of our business being closed or terminated, your job is also liable to be ended automatically.
17. You shall not enter into any commitments or dealings on behalf of the client / Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the client / Company or exceed the authority or discretion vested in you without the previous sanction of the client / Company or those in authority over you.
18. You shall diligently attend company sponsored all training or development programs.
19. You will be responsible for the safe keeping of company or client's properties given to you and its return in good condition as and when required. For the loss of any property, the company will have a right to assess on its own basis and recover the loss / damages from you.
20. You agree that all information, correspondence, documents, material or assets provided to you by the client or by us are provided to you in good faith and you shall promptly return the same to the client or company, as the case may be, on completion of assignment or termination of the service.
21. Any disputes or proceedings shall subject to jurisdiction of courts at Navi Mumbai.
22. The clauses of this letter are to be read and interpreted in its entirety. In case of one / more clauses become untenable, the rest of the does not become null and void.
23. You contract of FTC will end upon you attaining the age of 58 years or date of end of contract, whichever is

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CIN: U74699MH2007FLC167704

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# Reliance SMSL Limited

earlier.

24. At the time of joining, you will submit the following documents: Copy of Resume, Application for employment, Copies of Educational Certificates starting from SSC, Medical fitness Certificate from Doctor not less than MBBS, One white background passport size photograph, Copies of Government Identity and address proof (Passport / License / Election Card / PAN Card/Aadhar etc.), UAN and ESIC No. if applicable.

---

## ACKNOWLEDGEMENT (For pages 1 to 3)

I have read contents of the above contract of employment and have fully understood the same. I declare that the same to be binding on me in its entirety.

Name : **Shubham Deshapande**

Signature : \_\_\_\_\_

Date : \_\_\_\_\_

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Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800



# Reliance SMSL Limited

## Annexure - II

### LIST OF DOCUMENTS

1. Copy of Resume
2. Copy of Educational Certificate starting from SSC
3. Medical Certificate from Doctor not less than MBBS
4. 4 Blue background passport size photographs
5. 2 family photographs post card size
6. Copy of Id proof (Passport / License / Election Card / PAN Card)
7. Copy of Address Proof (Permanent/Present)

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)  
CIN: U74899MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800



Date: Sep 11, 2021  
Offer No : QS2315342

**SHUBHAM RAJU KALE**  
AHMEDNAGAR  
AHMEDNAGAR  
MAHARASHTRA

**FIXED TERM EMPLOYMENT CONTRACT**

Dear **SHUBHAM RAJU KALE**

We are pleased to offer you employment at QUESS Corp.Limited for a fixed period of employment as per the following terms:

**DEPUTATION:**

You are deputed to Samsung ND Partner under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 13, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract,youcan be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

**TENURE:**

The term of your Contract shall be valid from SEP 13, 2021 to NOV 30, 2021.

**COTERMINOUS:**

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

**LOCATION:**

You are required to work at client's location at AHMEDNAGAR.

**POSITION:**

You are appointed as CO-FUNDED SEC.

Quess Confidential  
Page 1

Offer No : QS2315342

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**QUESS Corp Limited**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India  
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



**TO CHECK IF YOUR OFFER LETTER IS GENUINE.**

Open the camera on your smart phone and scan.

502  
DIRECTOR

DR.VITTHALRAO VIKHE PATIL FOUNDATI  
I.B.M.R.D., AHMEDNAGAR

*S R Kale*

Employee Signature



**REMUNERATION:**

The details of your salary break up with components are as per the enclosure attached herewith.

**EXTENSION:**

Unless otherwise notified to you in writing this contract of employment would be valid NOV 30, 2021 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

**WORKING HOURS:**

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

**TERMINATION & SUSPENSION:**

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

**NOTICE PERIOD:**

In the eventuality if you wish to separate from the organization you will need to give 15 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 15 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases,

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*S R K*  
Employee Signature

QUESS will have / reserve rights to terminate immediately without giving notice period.

**INDEMNITY:**

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

**CODE OF CONDUCT:**

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

**HOLIDAYS:**

You will be entitled to paid holidays in a year as notified by the company from time to time.

**ADDRESS FOR COMMUNICATION:**

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

**BACKGROUND VERIFICATION:**

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

**ABSENTEEISM:**

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

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*S R K*  
Employee Signature

**RULES AND REGULATIONS:**

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

**OTHER TERMS OF CONTRACT:**

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

**JURISDICTION:**

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

**DEEMED CANCELLATION OF CONTRACT:**

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 13 2021 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

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*S R K*

Employee Signature

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



**Tej Hans Raj Singh**  
COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

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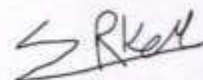
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Employee Signature



**Compensation Sheet**

Offer No: QS2315342 Associate Name: SHUBHAM RAJU KALE  
 Designation: Co-Funded SEC Location: AHMEDNAGAR

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12900	154800
House Rent Allowance	864	10368
Statutory_ bonus	1075	12900
<b>Gross Salary</b>	<b>14839</b>	<b>178068</b>

Employer's Contribution		
Employer_esi	483	5796
Employer Provident Fund	1678	20136
<b>Total Contribution</b>	<b>2161</b>	<b>25932</b>
<b>Cost to Company : (CTC)</b>	<b>17000</b>	<b>204000</b>

Deduction: (Subjected to change)		
Employee Esi	112	1344
Provident Fund	1548	18576
Professional Tax	200	2400

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*S R K*  
 Employee Signature

<b>Total Deduction</b>	<b>1860</b>	<b>22320</b>
<b>Net Take Home</b>	<b>12979</b>	<b>155748</b>

Dear Associate,

Get Anytime Easy Access for all your HR Details & Documents (Salary Slip, Offer Letter, PF/ESIC/UAN/Insurance Nos) on your Mobile phone via InEdge App.

Please download InEdge application from Google Playstore

<https://goo.gl/nYnCcD> or Apple iStore <https://goo.gl/3JY6yn>.

**UserId** - QS2315342

**Login** Password - password

**Transaction** password - password

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Open the camera on your smart phone and scan.



*S R K*  
 Employee Signature

**DISCLAIMER**

**To whomsoever it may Concern**

I, SHUBHAM RAJU KALE , Offer ID QS2315342, hereby given my consent to use my signature in all statutory forms and any other compliance documents/COC used by employer related to my employment. I also confirm that the signatures provided by me are best matched to my original signatures. Also, in consent to my details being shared with any Govt. Agency/Bank/Client/Background verification Partners.

**Associate Name:**

**Associate Signature:**

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**QUESS Corp Limited**

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<http://www.quescorp.com> | Toll Free No: 1800-572-3333



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*S R Kale*

Employee Signature



22-December-2021

PRASAD ZUMBAR PAWAR

Applicant ID : DOHF2375

Maharashtra-Mumbai

**CONTRACT FOR SPECIAL SERVICES**

This contract for services to be rendered has been drawn up between Kotak Mahindra Bank Limited & PRASAD ZUMBAR PAWAR and sets out the terms and conditions under which Kotak Mahindra Bank Ltd. has offered, and PRASAD ZUMBAR PAWAR has agreed to accept and render services at the Company's office or at such other location as **Kotak Mahindra Bank Ltd** may inform. In the course of performance of your contract, you may be required to oversee the performance of other or others.

1. This contract shall commence from **23-December-2021**, and shall be for a fixed period of **2 Years** commencing from this date. This contract will terminate on **22-December-2023** unless otherwise renewed or before this is determined earlier according to the provisions of this Contract. Not with standing anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 Years and on the expiry of the aforesaid period this arrangement shall automatically come to an end without any further notice to you.
2. The details of your remuneration are enumerated in **Annexure A**, enclosed. You will not be entitled to claim any other privileges/benefits including but not limited to bonus which may be paid to the employees of Kotak Mahindra Bank Ltd. except the annual remuneration payable during the tenure of the Contract.
3. You shall perform/participate in such activities as may be assigned to you by your employer from time to time. The reporting time, lunch/tea break, etc. will be informed to you at the office premises by the employer and the same shall be subject to exigencies of work.
4. You shall always throughout the tenure of the contract act in the best interests of the Company and you shall not do or cause to do any act or engage in activities which would prejudice and/or result in conflict with the interests of the company.
5. You may be required to work on staggered timings/shifts, the timings for which may be altered from time to time as per the discretion of the Company. During the tenure of your contract you are entitled to leave as per the company policy and such leave to you against your notice will not be reasonably withheld. This shall be in addition to the leave on all Sundays and all holidays as applicable to our company.

**Kotak Mahindra Bank Limited**  
CIN L65110MH1985PLC038137  
Kotak Infiniti, Building No. 21,  
Zone 4, 2nd Floor, Infinity Park  
Off Western Express Highway  
General A K Marg,  
Malad (E), Mumbai - 400097  
India.

T +91 22 66056825  
F +91 22 67259071  
www.kotak.com

*Sri-2*  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

Registered Office:  
27 BKC, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai - 400 051  
India.

12. You shall inform the Company without delay of any act of dishonesty, fraud or cheating or any damage to the Company's property that you may come to know of whether the same is under contemplation or is taking place or has already taken place.

13. You will abide by all the relevant policies of the Company that are in force from time to time. This includes, inter alia, the Information Security Policy.

14. You shall not without prior consent of the Company in writing, which will not be unreasonably withheld, publish any book or brochure or article concerning any matter, which relates to any activity of the Company.

15. This arrangement can be terminated by the Company, without any notice or payment of any kind in lieu of notice, in the following cases:

a) Any incorrect information furnished by you or on suppression of any material information.

b) Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this agreement or a violation on your part of any of the Company's rules.

c) You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude.

16. Subject to the right of the Company to terminate this employment in accordance with clause 15, it may be terminated either by the Company or yourself by giving 1 Months' prior notice to the other.

16.1 If due to any misconduct/wrongful action/negligence by you while performing your duties, the Bank suffers any loss or damage to its property or any money is outstanding from you on account of any facility availed by you from the Bank; then without prejudice to any other right available with the Bank, the Bank is entitled to recover the loss caused or the money outstanding, by debiting your account and/or from any money payable by the Bank to you on account of any other relationship maintained by you with the Bank, without any reference or recourse to you and you irrevocably agree and unconditionally authorize the Bank to do so. You also agree and authorize the Bank to mark a lien on, any sum it is holding on your behalf or payable to you under any relationship, until the loss and/or outstanding amount is recovered in full.

17. If any term or provision of this contract or any application thereof shall be declared or held invalid, illegal or unenforceable, in whole or in part, whether generally or in any particular jurisdiction, such provision shall be deemed amended to the extent, but only to the extent to cure such invalidity, illegality or unenforceability, and the validity, legality or enforceability, of the remaining provisions, both generally and in every other jurisdiction, shall not in any way be affected or impaired thereby.

18. This contract shall be governed by, and construed in accordance with, the laws of the Republic of India and courts at Mumbai.

19. This contract constitutes the entire understanding between you and the Company relating to the contract





## Offer Letter

Strictly private and confidential

October 2022

Address: Pune

**Dear Shivani Sangale,**

With reference to your application and the subsequent discussions you had with us at **PrimeCity's Properties.com LLP**, we are pleased to extend this offer of employment to you.

You shall be designated as **HR Assistant** based at Pune and your per annum fixed **Cost to Company (CTC) (inclusive of all statutory payments that one is liable for) shall be Rs 2,42,400 /-(Two Lakh Forty-Two Thousand Four Hundred Only)**. Your salary break up is provided in enclosed Annexure!

All amounts payable are subject to deduction of taxes and other contributions that are required to be made under Indian laws or the policies of the company. This CTC would be reviewed periodically as per the norms and practices of the company.

**Further you are in the service on the following terms and conditions:**

- 1- Every Month 40 interviews are compulsory if you will complete your monthly target then you will be eligible for 100% salary.
- 2- If you have done less than 30 recruitment then you will be eligible for 80% of your Salary
- 3- If First two months less than 30 interview's then you are eligible for 50% salary and you Won't be able to continue PCP

**Your date of joining would be 19/10/2022**

You are required to understand and accept the terms & conditions of the company at the time of joining and documents submission. At the time of joining we would require the following documents from you:

1. 2 color photographs in formal attire.
2. 1 copy of all qualification certificates and other certificates
3. Photo ID Proof(Copy of Driving license/Passport/Voter ID's/Aadhaar)
4. PAN Card/Banker's signature verification letter.

You are required to undertake that this offer letter will be kept confidential and not be used for any personal gains. All information shared with you at the time of interview regarding the **PCP** must be kept confidential and not disclosed to any person or organization.

*522*  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



PrimeCity's Properties.com LLP

Office Address:- Veerbhadra Nagar, Baner, Near Sadanaadnd Resort and Opposite Mercedes Benz

Showroom Pune, Maharashtra 411045 .Tel : +91-7057662954 .Email: admin@primecitysproperties.com

Employee Remuneration Details			
Salary Breakup			
Employee Details	Name	Shivani Sangale	
	Designation	HR Assistant	
	Department	Human Resources	
	Date of Joining	19 -10-2022	
Compensation &Benefits	Per Month	Per Annum	Remarks
Basic salary	10800	129600	FIX
Convenience Allowance	2000	24000	FIX
HRA	2240	26880	FIX
DA	2160	25920	FIX
Special Allowance	2800	33600	FIX
Fixed Compensation	20,000	2,24,000	FIX
PT	200	2400	Deduction
	Sub Total	Per Annum	
	20,200	2,42,400	
Following Benefits are above and over CTC :			
B	Group Medical Insurance Cover	Inr : 2,00,000	As per the current company policy and the value coated on cover, this price will applicable only after provision period

**You will be eligible for incentives: Spot Incentives + incentives as follows:**

Incentives are based on number of site visits and booking through you!

Please sign and return a copy of this letter to acknowledge receipt as well as token of acceptance within 2 days of the date of offer , failing which it shall be considered Withdrawn.

Kindly carry the offer letter along on your day of joining.  
Yours faithfully,

**For,  
PimeCity's Properties.com LLP**

**Received & Accepted,**



PrimeCity's Properties.com LLP

Office Address:- Veerbhadra Nagar, Baner, Near Sadanaadnd Resort and Opposite Mercedes Benz Showroom Pune,  
Maharashtra 411045 .Tel : +91-7057662954 .Email: admin@primecitysproperties.com



# DRONACHARYA FOUNDATION CENTER

Address:- Yashodeep Pl No.293, Near Makasare  
Health Club, Bishop Layed Colony, Savedi,  
Ahmednagar  
Mo. 9145030987 / 9145030988

## JOINING LETTER

Name : **NEHA SACHIN TALWAR**

Date : 01/02/2023

Address : Civil Haddo, Savedi Road, Ahmednagar

Contact No:- 9921226906

Email id:- nehatalwar2232@gmail.com

Dear, **NEHA SACHIN TALWAR**

It is my pleasure to extend the following offer of your appointment on behalf of **Dronacharya Foundation Center**. Our company **DFC** is offering you this job that you have applied for. Below every details of work and other related subject is described, Read the letter carefully and respond

Senior Manager,

Savedi, Ahmednagar

All the work related Management and Student development

Don't Limit Your CHALLENGES.

Base salary : 30,000 + Accommodation *Don't Limit Your CHALLENGES.*

Note:- This salary is for 3 months, and after 3 months it will be .....

Incentive: this depends on admission done by your calling and counselling

Based on the satisfactory completion of the first 90 days of employment and the goals and objectives agreed with your manager for the performance improvement planning process, you may be eligible for increment in salary

**Dronacharya Foundation Center** may terminate the relationship at any time, if your performance and dedication will not appropriate for **DFC** with or without notice to any party. You acknowledge that this proposal letter represents the entire agreement between you and **Dronacharya Foundation Center** and any oral or written agreement, promise or presentation that is not specifically mentioned in this proposal, or is **Dronacharya Foundation Center** to be binding upon

If you are in agreement with the above outline, sign in below. This offer is valid for five business day

Signature

*Neelam*  
21/02/23

**Dronacharya Foundation Center**



*30-2*  
DIRECTOR

DR. VITTHAL RAO WIKHE PATIL FOUNDATION  
12, M. D., AHMEDNAGAR



Private & Confidential

Date: - 14<sup>th</sup> May 2022

Ref. No. : Gal/197  
Name : Mr.Sanket Prakash Tulekar  
S/O Prakash  
Residence : Cotej Corner JayMangal nagari Sawedi Savedi Road Ahmednagar.

Sub: Letter of Employment

Dear Mr.Sanket ,

With reference to your application for employment and subsequent interface you had with us, we are pleased to appoint you as "Officer" in "Sales & Marketing" department of Location "Gal Aluminium Extrusion Pvt Ltd, factory office on the following terms and conditions, recorded below for your consideration and acceptance. Your date of joining has been recorded as 13<sup>th</sup> May 2022.

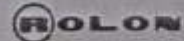
1. You shall be entitled to a salary of Rs.16140/- (Sixteen Thousand One Hundred Fourty Only) per month as CTC. (Cost to the company) and shall be subject to deduction as per statutory laws. The breakup of salary package has been given separately.
2. You shall be on probation for a period of (06) six months from the date of joining and the said period may, at the discretion of the management be ceased earlier or extended further as per the provision of Service Rules or completion of one year of continuous service. During the period of probation, your performance will be evaluated on regular basis and if the same is not at expected standard, your appointment is liable to be terminated without any notice and without assigning any various interest.
3. The company expects you to work in the department, in which you are placed with high standard of efficiency and economy.
4. Your employment in your company will be subject to your found and remaining physically and mentally fit and alert to perform your duties. Your services will be liable to be terminated on being found physically and mentally unfit nominated by the company at any time.
5. The company may transfer you for work from one place of duty or section/ department/ division to other place of duty or section/ department/ division in the establishment. You will also liable to be transferred to our other establishment, plants, associated companies, branch offices, head offices in India or abroad which may be acquired in future at the sole discretion of the management. On transfer from one place to other, your salary will not be adversely affected but all other terms and conditions shall remain the same.
6. This letter of appointment is being issued on the understanding that there is nothing

597  
DIRECTOR

DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

**GAL ALUMINIUM EXTRUSION PVT. LTD.**

Corporate Office: GAL Group, 3rd Floor, Eagle Pride, Burudgaon Road, Ahmednagar - 414001, Maharashtra (INDIA). Ph: +91 241 2441800 / 247180



## L.G. BALAKRISHNAN & BROS LIMITED

AHMEDNAGAR PLANT  
B - 41 & 42, MIDC SUPA  
Near Jaffra Agro Ltd  
Ahmednagar (Dt)  
Maharashtra - 414 302

09.03.2021

Dear Mr.Sagar Rajendra Karpe,

### CONGRATULATIONS

This has reference to your application for a career with **L.G.BALAKRISHNAN & BROS LIMITED** and subsequent discussion we had. We are pleased to appoint you as **SUPERVISOR - PRODUCTION** on the following terms and conditions:

1. Your annual cost to company (CTC) would be **Rs.2,52,000/-** (Rupees Two Lakhs and Fifty Two Thousand only). Please refer Annexure - 1 attached herein for details. The management reserves the rights to bifurcate the salary merging or bifurcating with any other allowances.
2. You will be on probation for a period of **one year** from the date of your joining, whereafter the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation. On completion of probation your absorption is not automatic and you can not seek absorption as a matter of right, your absorption depends upon vacancy, efficiency and performance.
3. You will be reporting to the officer authorized by the management and shall keep him informed about the progress of responsibilities entrusted to you.
4. You will be required to work such hours as the exigencies of the company's service demand. The company reserves the right to suitably modify the working hours as and when required.
5. Your services are liable to be transferred from one section / department / branch / unit to another whether existing or to be set up in future anywhere in India or outside as we may consider necessary at the discretion of the management.
6. You shall be prepared to work in any shift of the company and you are liable to be transferred from one shift to another at the discretion of the management, depending on exigencies of work.

Contd..2

Resd. Office : 6/16/13, Krishnarayapuram Road, Ganapathy, Coimbatore - 641 006, Tamil Nadu, India  
CIN : L28101TN56PLC000257 Ph: (0422) 2532325 Fax: (0422) 2532333 E-mail: info@lgb.co.in www.lgb.co.in

DR VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



*Have your dreams!*

To,  
Aman A. Shaikh,  
Ward N4, Shrirampur, Ahmadnagar,  
Maharashtra- 413709,



**Subject: Appointment Letter**

Dear, Aman Shaikh

This is in reference to your Job application followed with the rounds of interview had with us.

We are pleased to appoint you to the position of Asst. Exe for Department QC in our organization, with effect from 1st October 2020 on the following terms and conditions:

- You shall be on probation / training for three month from the date of commencement of your service which may be further extended at the discretion of the company. At the end of the probation / training period, if your services have been found satisfactory, Your appointment will be confirmed in writing by the organization. Notice period for either employee during probation will be a period of 30 days or salary in lieu of.
- Notice period from either employee or company after confirmation of employment will be a period of 45 days or salary on less of. In the cases, probation/training or confirmed employee, company reserves the right to your replacement till alternative person is employed.
- Your employment is for Paramount Looms, Karanj(Surat) location, but the company may, at any time, at its sole discretion, transfer you to any other department or location, as deemed necessary by requirement.
- You will be subject to the Company's rules and regulations for the time being in force and as amended from time to time.
- During the period of your employment, you shall not engage yourself directly or indirectly, with or without remuneration in any other employment without written permission from the company.
- It is agreed that the company may from time to time add, modify or repeal any remuneration, benefit, facility that may have been extended to you on a review of the organization's functioning, finances and prospects and you shall be bound by the organization's decisions in this behalf.
- You shall not disclose any information of the company or any of its customers to anyone which may come to your knowledge.
- After tendering resignation from the company, an employee needs to return all company assets such as laptops and in his/her possession.
- During the tenure of your employment with the company, you may be called upon to present yourself for a medical examination and decision taken by the management based on the findings of the report by the company appointed medical practitioner shall be binding on you.
- You are requested to confirm your acceptance of the terms of appointment herein above by signing and returning to us the duplicate of this letter.

Extend a warm welcome to you and wish you all the best for a successful career.

Yours faithfully,

Paramount Looms Pvt. Ltd.



WE MANUFACTURE POWER LOOMS & RAPIER LOOMS

WE ARE AN INDIA'S LEADING MANUFACTURER OF POWER LOOMS, RAPIER, ELECTRONIC JACQUARD, WATER JET, AIRJET LOOMS

No. B-1, B-2, 5 E Block, Bansidhar Cinema, Opp. Karanj Police Chowki, Kim Mandvi Road, Vill. Karanj, Tal. Mandvi, Dist. Surat (Gujarat) INDIA  
email: paramountlooms@gmail.com • www.paramountlooms.com • Customer Care : 96014 10080

357  
DIRECTOR

DR. VITTHALRAO WIKHE PATIL FOUNDATION'S  
I.B.M.D., AHMEDNAGAR

Biocon Biologics Limited  
(Formerly known as Biocon Biologics India Limited)  
CIN: U24119KA2016FLC093936  
Biocon House, Tower - 3, Semicon Park  
Electronic City, Phase - II, Hosur Road  
Bengaluru 560100, India  
T: +91 080-6775 6775, F: +91 080-6775 1030  
E: ContactUs.BBL@biocon.com  
www.biocon.com

Ref. : HRD/BBL/2021-22/10104557  
Date : Feb 14, 2022

Mr. PRADEEP GYANESHWAR MAGAR,  
Pipeline Road, Savedi,  
pl.no 5 Hanuman Nagar,  
Ahmednagar - 414003,  
Maharashtra,  
India.

Dear Mr. PRADEEP GYANESHWAR MAGAR,

**Subject: Letter of Appointment**

With reference to the interview you had with us, we are pleased to offer you the following position in BIOCON BIOLOGICS LIMITED [the Company], on the following terms & conditions:

Date of Appointment : Your appointment will be effective from Feb 14, 2022  
Level : F1  
Designation : BUSINESS OFFICER  
Department : BF METABOLICS - INSULINS  
Reporting to : You shall report to BUSINESS DEVELOPMENT MANAGER, BF SS SALES or such other person(s) as may be designated by the Company from time to time.

Your appointment shall be governed by the following terms:

1. You will be on probation for a period of 06 Months commencing from the Date of Appointment, as above mentioned. On completion of the said probation period and at the sole and absolute discretion of the Company, your employment with the Company may be confirmed by the Company by issuing a confirmation letter, provided your conduct and work has been to the satisfaction of the Company. The said confirmation shall also be subject to availability of suitable opening and such other factors as may be considered relevant by the Company from time to time.
2. Your emolument and leave benefits shall be as per enclosed Annexure. Further, your entitlement to Provident Fund and Gratuity shall be in accordance with the prevailing Company policies and the applicable laws.
3. You will be entitled for E.S.I. benefits if you are eligible as per the applicable laws.
4. The official working hours of the Company are from 0815 Hrs. to 1615 Hrs. with a lunch break of half-an-hour, on a six day week basis. You will be required to adhere to these timings. The office timings may undergo change at the Company's sole discretion.
5. You shall carry out the responsibilities entrusted to you from time to time and you shall devote your entire time and best efforts at work towards the responsibilities vested in you by the Company. You will refrain from engaging in any activity which is prejudicial to the interest of the Company or which activity may interfere with the discharge of your said responsibilities, whether within or outside Company working hours.



Page 1



  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

You will strictly adhere to the rules and regulations of employment as determined by the company and your employment will, in addition to these terms, be governed by the "Standing Orders" of the Company, as amended from time to time

7. During your employment with the Company, the Company may, at its sole discretion and at any time, transfer / depute you to any other department, subsidiary or affiliate of the Company including transfer to any of its offices in India and abroad, at no extra emoluments.
8. During your employment, should you be guilty of mis-conduct and or be in breach of any of the terms of employment and or should your work not be to the satisfaction of the Company, the Company shall without prejudice to any of its rights herein contained, be entitled to terminate your employment forthwith, without notice or payment in lieu of notice.
9. Subject always and without prejudice to Clause 8 above, during the probation period, the Company will be within its right to terminate your employment by serving one month's prior written notice, at expiry of which said one month your employment shall stand terminated. The Company may at its sole discretion terminate the employment with immediate effect by paying one month's salary in lieu of the notice period. Should you submit your resignation during the probation period, you shall give Company a prior written notice of one month or pay one month's salary in lieu thereof, if the Company so chooses to accept the said money in lieu of the notice. Further, if so deemed necessary in the interest of the Company and/or in the interest of protecting its confidential and/or proprietary information, the Company at its sole discretion reserves the right to relieve you from your duties at any time with immediate effect without incurring any liability whatsoever.
10. Subject always and without prejudice to Clause 8 above, should your employment be confirmed, separation from the Company will be subject to a written notice of one month from either side. The Company reserves the right to terminate your employment by giving the requisite notice or by paying one month salary in lieu of the notice and terminate the employment with immediate effect. You shall pay one month salary in lieu of the notice of one month, if the Company so chooses to accept the said money in lieu of the notice. Further, if so deemed necessary in the interest of the Company and/or in the interest of protecting its confidential and/or proprietary information, the Company at its sole discretion reserves the right to relieve you from your duties at any time with immediate effect without incurring any liability whatsoever.
11. You shall keep the Company informed, in writing, of any changes in your residential/ permanent address, your family status and such other personal particulars. All correspondence will be deemed to have been received by you, when sent to the address as per the latest records of the Company.
12. Your salary will be reviewed periodically as per prevailing Company policy and your increments are discretionary and subject to your performance. Increments are not a matter of right and shall be given at the sole discretion of the Company.
13. Retirement age in the Company is 58 years. The actual date of retirement will be the last working day of the month in which you complete 58 years.
14. Your employment with the Company is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will, during your employment, not take up any other work whether for remuneration or on honorary basis or otherwise, part time or full time, or work in any advisory capacity or be interested directly or indirectly, save as an shareholder or debenture holder, in any other trade or business, without prior written authorisation of the Company. Any breach of this Clause will be deemed to be misconduct.
15. The Company reserves the right to carry out any verification, as it deems fit, with your previous employers after issue of this letter.

The Company, notwithstanding anything contained herein, will have the right to terminate your employment immediately, without any further obligation to you, in the event:

- [a] any information / declaration given by you to the Company, before or after issue of this letter, is found to be incorrect, false or misleading; and or

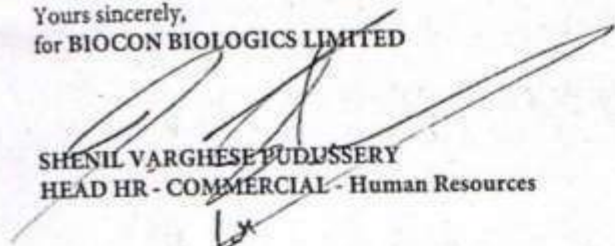


- [b] you have concealed any information which may have a direct bearing on your employment with the Company or which information you ought to have revealed to the Company; and or
- [c] of any adverse findings on the verification reports received from your previous employers.
16. The employment offer contained herein stands void at the end of business of the Date of Appointment contained herein, if you do not report for joining at the commencement of the business hours of the said Date of Appointment, unless otherwise agreed to by the Company in writing.
17. You shall arrange to submit / furnish, the copies of the following documents on or before your joining duty:
- Copies of Certificates [Education]
  - Relieving order / letter from your previous employer
  - Service and salary certificates from your previous employer
  - Proof regarding date of birth & permanent address
  - Recent Photographs - 4 (Passport Size)  
- 2 (Stamp Size)
18. Every female employee of Biocon, during the period of her maternity, shall be entitled to all appropriate benefits which are statutorily available under the Maternity Benefit Act, 1961, as amended from time to time.

If the above terms and conditions are acceptable to you, kindly sign on the duplicate copy of this letter along with the Employee Agreement attached herewith as your acceptance hereof.

We welcome you and look forward to a long and fruitful association.

Yours sincerely,  
for BIOCON BIOLOGICS LIMITED

  
SHENIL VARGHESE PUDUSSERY  
HEAD HR - COMMERCIAL - Human Resources

"ACCEPTED"

  
PRADEEP GYANESHWAR MAGAR

- Encl:
1. Company Mission & Quality Policy.
  2. Annexure 1 - Emolument Package.
  3. Annexure 2 - Key Policies and Benefits.
  4. Employee Agreement.

Date: 26 Jan 2020

Ms Sanskruti Shashikant Salve  
Savedi Road Bhigardive Mala Bhutkarwadi Ahmadnagar

Maharashtra 414003

Employee No: 1797351

Dear Ms Sanskruti Shashikant Salve



**Appointment Letter**

We are pleased to appoint you in our organization as Cashier subject to the following terms and conditions:

1. Your contract will commence from 26 Jan 2020 and expire on 26 Jan 2022 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 26 Jan 2020 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
  - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
  - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
  - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
  - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
  - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
  - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
  - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
  - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
  - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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ANNEXURE 1  
PRIVATE & CONFIDENTIAL  
EMOLUMENT PACKAGE

w.e.f. Feb 14, 2022

Employee Name : PRADEEP GYANESHWAR MAGAR  
Employee Number : 10104557

Salary Components	Monthly (₹)	Annual (₹)
Basic Salary	16,412	196,944
Ex-gratia/Bonus	3,282	39,384
Flexible Benefits Plan(FBP)	6,048	72,576
EPF(Employer Contribution)	1,969	23,628
Gratuity: 4.8% of Basic	788	9,456
<b>Total Fixed Cost (TFC)</b>	<b>28,499</b>	<b>341,988</b>
<b>Cost to Company(CTC)</b>	<b>28,499</b>	<b>341,988</b>
Mobile Allowance	1,500	18,000
<b>Total Cost to Company (TCC)</b>	<b>29,999</b>	<b>359,988</b>

for BIOCON BIOLOGICS LIMITED

  
SHANTIL VARGHESE PODDUSERY  
HEAD HR - COMMERCIAL - Human Resources







# SIDDHI FORGE PVT. LTD.

L-3/1, M.I.D.C., Ahmednagar - 414 111.

☎ : (0241) 6610229, 6610230 FAX : (0241) 2778265

E-mail : marketing@siddhiforge.com, siddhi\_anr@bsnl.in

web site : www.siddhiforge.com



REF: -SFPL/PERS/2021-22/12

DATE :- 05/11/2021.

To,  
Mr.Sahil Sanjay Thokal  
At: Padhegaon Tal : Shirampur  
Dist: Ahmednagar.

Dear Mr.Thokal;

With reference to your application & the subsequent interview you had with us, we are pleased to appoint you as a " Store – Asst." on the following terms and conditions w.e.f. 05/11/2021.

1. You will draw a salary as per the break up given below :

1. Basic Salary	4030.00	P.M.
2. HRA	2015.00	P.M.
3. Conveyance Allowance	623.00	P.M.
4. Medical Allowance	623.00	P.M.
5. Education	623.00	P.M.
6. Canteen	2600.00	P.M.
7. Washing Allowance	1000.00	P.M.
8. P.F. Contribution @12% on basic	708.00	P.M.
9. Gratuity @4.17% on basic	168.00	P.M.
10. Bonus	336.00	P.M.
11. Esic	342.00	P.M.

-----  
Total Rs 13068.00 Per Month CTC

- Any Revision / increment in your salary will commensurate with your performance in the company
- You will be on Probation for a period of Six Months. If necessary, your probation may be extended further to maximum period of Six months at company's discretion. After satisfactory completion of this period, you may be absorbed in our regular services. In case your performance is found to be unsatisfactory your services may be liable to be terminated during Probation period or after completion of the probation period or after completion of extended probation period without giving any notice or Notice pay.
- As per the present rules of the company, your age of retirement shall be 58 years.

  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR





डॉ. हेमंत देशपांडे

M.S. General Surg. (Gold Medalist) | FIAGES Laproscopic Surgeon  
An ISO 9001 : 2008 Certified Centre

- शोर्टाचे विकारां तज्ञ
- शल्यक्रिया तज्ञ
- मूत्रविकार तज्ञ
- कॅन्सर तज्ञ
- मुळव्याध तज्ञ

Mr./Mrs. \_\_\_\_\_

Date 02/03/20

To,

IBMRD

Ahmednagar.

Name : Miss. Mansi Prudip Bhagwat.

Respected Sir/Madam,

Miss. Mansi Prudip Bhagwat joined in Deshpande Hospital Since 1 Oct 2020 & Her duty schedule from morning 9:00 am to 6:00 p.m.

So she has not attend the lectures between this period so please consider it & give permission to exams.

DR. Hemant Deshpande  
JESHPANDE HOSPITAL,  
AT WARDHAN CHOWK  
ANANDI BAZAR  
OPTAL PEG NO 26

Branch - 1 - Deshpande's Institute of Laproscopic Surgery & Endoscopy

Branch - 2 - Deshpande Surgical & Maternity Hospital

Branch - 3 - Deshpande Diagnostic, Advanced Laproscopic & Super speciality Centre

Branch - 4 - Deshpande IVF / ICSI / Surrogacy / First Centre of Nagre to Achieve Success of 200+ Babies  
(Ahmednagar First) (Aided) Tube Baby Centre.

5/1/20  
DIRECTOR  
DR. VIKHE PATIL FOUNDATION'S  
AHMEDNAGAR





**Web Link™**  
Services Pvt. Ltd.

## Offer Letter

17 December , 2020

**Miss. Aarti Mahesh Dhere**  
Pune

Dear Miss. Aarti Mahesh Dhere,

"Congratulations" we are excited to appoint you as **Digital Marketing Executive (Social Media)**. Your Joining Date Would be **Dec 19, 2020** with us and your initial place of posting shall be **Pune**.

### **Terms and condition of Employment Agreement:**

#### **1. Compensation**

Your Annual Cost To Company will be **INR. 17,000** . Income tax where applicable will be deducted at source from your monthly compensation as per the government rules and regulations. You are required to provide statement of income till date for this financial year, as well as proof of tax saving for the current financial year. Please note that the company will not be liable for any misrepresentation in your declaration of your income prior to joining the company.

#### **2. Probationary period**

You will be on probation for 6 months from the date of joining, on the completion of which your services will deemed to be confirmed. If your probation period is extended under any circumstances, the same will be communicated to you in writing.

#### **3. Leave**

You will be entitled to Festivals & National Holidays and leaves as per the leave policy of the company. For the purposes of the leave the year shall run from January to December. All leaves should be applied for in advance and should be approved by the manager. 1 Paid leave on per month is permitted rest leave will be unpaid leave. The company reserves the right to grant the leave applied, depending on the contingency of work..

#### **4. Transfer**

During the course of employment in Company, as per exigencies of work you shall be liable to be transferred at the discretion of the management from one work, department, section or job to another, in which case your designation could also be suitably changed. Your services can also be transferred to any other offices in India in the larger interest of the company, at the sole discretion of the management. In such situations your terms of appointment shall remain unchanged.

#### **5. Medical examination**

The company shall have the right to require you to be examined by a doctor of the company's choice, at the company's expense, and you are required to cooperate fully.

#### **6. Ownership of work**

The ownership of any rights to any works by the employee during the terms of employment shall lie with the Company.

#### **7. Notice Period**

If you wish to Resign you are required to serve at least 60 days notice or payment in lieu off.

Please note if you leave the services of the organization without submitting the resignation; you shall be treated as absenting and loose the lieu on the job; in such a case the employer shall not be liable to issue you the experience Certificate.

#### **8. Termination**

During probation period, your services can be terminated, without notice and assigning any reason, if your services are not found satisfactory, at the discretion of the management. After confirmation of your employment, notice of termination of employment will be one(1) month notice in writing or one (1) month's salary in lieu of notice from either party.

Notwithstanding the aforementioned, the Company shall be entitled to terminate your employment without notice and compensation in any of the following events:

- i) if you are in the opinion of the Company, guilty of dishonesty, misconduct or negligence in the performance of your duties
- ii) if you have been found to have committed a serious breach or continual material breach of any of your duties or obligations;
- iii) if you are found to have made illegal monetary profit or received any gratuities or other rewards, in cash or in kind, out of

  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

Date: 16/08/2020

To,  
Vaishali Vijay Ithape

Sub. : Appointment for the Apprenticeship of Software Development (Full-time)

Dear Sir/Madam,

This has reference to your application dated the 16 Aug. 2020 in connection with your Full-time employment as the Apprentice for Software Development in our establishment. We have pleasure to offer you full-time job in our establishment on the following Terms and Conditions:

1. Be it clearly understood and agreed that as a full-time employee, you will not have the status of an employee nor you will be entitled to the privileges/benefits available to other employees who are employed either on regular or temporary basis.
2. You will be paid a consolidated salary of Rs 4500 P/M and no other extra allowances will be payable.
3. Your duty hours shall be from 9:00 AM to 6:00 PM which can be changed according to the convenience of the management and for extra work and purely as the sole discretion of the management.
4. You will be responsible for carrying out your work as assigned to you till entire satisfaction of the management.
5. You will be punctual and regular in your duties and will not be absent yourself without prior permission of the management.

  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
18/11/2, AHMEDNAGAR



8668273434

**Tech  
Mahindra**

Tech Mahindra Limited  
Infocity, Hitech City Layout,  
Madhapur, Hyderabad 500081, India.  
Tel: +91 40 3063 6363  
Fax: +91 40 2311 7011

techmahindra.com  
connect@techmahindra.com  
Registered Office:  
Gateway Building, Apollo Bunder  
Mumbai 400 001, India.  
CIN L64200MH1986PLC041370

Ref: 842618/1954254/JTA

15-SEP-2021

Mr. Saurabh Radhakisan Jagtap  
Ahmednagar (Mah) - 414201  
Mobile: 8668273434

**Subject: Offer of Appointment**

Dear Mr. Saurabh Radhakisan Jagtap

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Jr. Software Engineer at Band 'U' and Sub Band 'U1'** under JTA Scheme.
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,05,000 (Indian Rupees Two Lac Five Thousand Only)** Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following: -
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.



*Suraj*  
DIRECTOR  
TTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



Page 1 of 26



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**ANNEXURE - B**

NAME	Mr Saurabh Radhakisan Jagtap
TITLE	Jr. Software Engineer
BAND	U1
LOCATION	PUNE
<b>COMPONENTS</b>	
	<b>Per Annum (All figures in INR)</b>
BASIC (@30% OF TOTAL FIXED PAY)	69930
HRA (@50% OF BASIC)	48951
BONUS / STATUTORY BONUS	24000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8392
FLEXIBLE COMPONENTS OF TFP	23551
<b>TOTAL FIXED PAY. .... (A)</b>	<b>174824</b>
<b>TOTAL VARIABLE PAY (TVP). .... (B)</b>	<b>19425</b>
<b>ADDITIONAL BENEFITS. .... (C)</b>	<b>10751</b>
GRATUITY	3364
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	7387
<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>	<b>205000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

  
 DIRECTOR  
 DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
 I.B.M.R.D., AHMEDNAGAR



(Contd...)



## ANNEXURE - A

NAME	Mr Saurabh Radhakisan Jagtap	
TITLE	Jr. Software Engineer	
BAND	U1	
LOCATION	PUNE	
COMPONENTS		Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)		54005
HRA (@50% OF BASIC)		37804
BONUS / STATUTORY BONUS		24000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)		6481
FLEXIBLE COMPONENTS OF TFP		12723
<b>TOTAL FIXED PAY. .... (A)</b>		<b>135013</b>
<b>TOTAL VARIABLE PAY (TVP). .... (B)</b>		<b>15002</b>
<b>ADDITIONAL BENEFITS. .... (C)</b>		<b>9985</b>
GRATUITY		2598
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)		7387
<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>		<b>160000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)



Ref.: - FC/HR/2020-210

November 02, 2020

Shreya Kamble  
Cell No: +91 - 8087917642

Subject: Offer Letter

Dear Shreya,

With reference to the discussions you had with us, we would like to inform you that you have been selected for Internship program with **Fortune Cloud Technologies Group, Pune.**

We are pleased to offer you the position of "**Jr. Software Engineer**" and you will be posted at Fortune Cloud Technologies, Pune w.e.f. from **November 05, 2020**. Your training is scheduled for a period of 4 months followed by a Live Project/Internship at **Cravita Technologies India Private Limited, Pune.**

As such, your internship will include training / orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in our Organization. On successful Completion of your Project, you would be entitled for an employment within the organization or with our partner organization. *Kindly refer to Page 2 for the Terms.*

We welcome you to Fortune Cloud family and look forward to many years of a mutually beneficial association.

Yours truly,

For Fortune Cloud Technologies Group



(Authorized Signatory)



507  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



**Terms and Conditions:**

The Selection for the Job / Offer will be based on the following:

- Client Side Interview and Final Selection
- Project Work/Assignment Completion
- Technical Competency.
- You should not indulge in any anti-social activities within the organization and externally.
- In case you do not attend the interviews (once you apply) or decline the offer, you would be deferred from further employment activities from Fortune Cloud.
- Fortune Cloud reserves the right to suspend the candidate, in case found involved in any malpractices and under disciplinary issues.
- All communication would be done via email.

**Declaration by the Candidate**

I have read the terms and conditions and hereby declare that I have read, understood all the points and abide by the same.

Acceptance: \_\_\_\_\_ Date: \_\_\_\_\_ Sign: \_\_\_\_\_

Dear Vedant Nandi :

It is our pleasure to confirm our offer of employment to you as a **Junior Software Engineer** at Novelworks Softech Pvt Ltd under the terms described below. In this position, you will report directly to Mr. Avinash Waghmare beginning August 9th, 2021 or sooner.

Your salary will be Rs.1,80,000 per year. Paychecks are issued per month.

To confirm your acceptance of this offer of employment, please sign below

Vnandi  
\_\_\_\_\_  
Vedant Nandi

2021-08-09

\_\_\_\_\_  
Date

S.C

V.V.N

502  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



**Nature of duties**

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

**Company property**

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

**Borrowing/accepting gifts**

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

**Termination**

Your appointment can be terminated by the Company, without any reason, by giving you not less than 30 days of prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

You may terminate your employment with the Company, without any cause, by giving no less than 60 days of prior notice.

The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

S.C

**V.V.N**

Initials



**Governing Law/Jurisdiction**

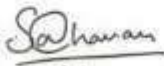
Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Bombay High Court, Maharashtra only.

**Acceptance of our offer**

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,



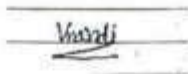
Director,

Sujata Chavan

NovelWorks Softech Pvt Ltd.

August 8th 2021

I, Vedant Nandi , confirm the acceptance of this contract of employment.



Thank You,

Vedant Nandi

2021-08-09



# APURVA COMPUTER INSTITUTE

Near New Arts College, Opp. Siddhi Baug  
Ahmednagar 414001

Date 01/01/2021

M/s Nil Mahesh Rajendra

At Post Kukana Tal Newasa  
Dist Ahmednagar 414604

Dear Nil Mahesh Rajendra,

With reference to your interview dated 21 Dec 2020, we are pleased to offer you position of Software trainer and Project Manager in our Organization

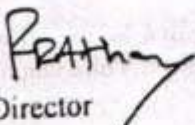
Your joining date is confirmed at 01<sup>st</sup> January 2021 as per the following terms and conditions

- You agree to comply with Terms and Conditions of Appointment
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications

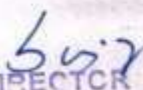
Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For Apurva Computer Institute

  
Director



  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



DR. V.P. FOUNDATION'S  
DIRECTOR  
I.B.M.R.D., AHMEDNAGAR

**Suma Soft Pvt. Ltd.**  
Office No. 401 A/B, 4th Floor, B-14-1, Giga Space, Vinman Nagar, Pune-411014  
Tel. No. +91 (020) 25423533, 40131400

**Suma Soft Pvt. Ltd.**  
Office No. 401 A/B, 4th Floor, B-14-1, Giga Space, Vinman Nagar, Pune-411014  
Tel. No. +91 (020) 25423533, 40131400

To: FOUAD PACHKATE Process: VI Date: 7/12/20

Pune

Dear Candidate,

With reference to your Offer Letter dated 7/12/20, for the position of CCC you would be paid CTC remuneration of ₹. 1,33,000/- per annum. Your monthly CTC will be ₹. 11,083.33/- and monthly in-hand will be ₹. 8,445/-.

Standard Appointment Letter with Salary Card will be issued on the date of joining 9/12/20 at 10:30 AM.

Your work location will be at Suma Soft Pvt. Ltd. at E-Space, Pune  
Notice period will be 15 days.

Executive Head Office Address  
Suma Soft Pvt. Ltd.  
2nd floor, Suma Center, Near Deenanath Mangeshkar Hospital, Erandwane, Pune-411004

E-Space Office Address  
Suma Soft Pvt. Ltd.  
6th Floor, A3 Building, E space, Wagholi Thri, Pune Nagar Rd, Pune- 411014

Following documents are required at the time of joining and are mandatory

- Educational Documents (BSc / HSC / Graduation / Postgraduation) - Original + 1 xerox copy of each document.
- Employment documents (Offer Letter / Appointment Letter / Experience Letter / Believing Letter / Last 3 months salary slip/ Bank statement)
- PAN Card - 2 photocopies
- Aadhar Card - 2 photocopies (Compulsory)
- Address proof (Current & Permanent) - 1 photocopy
- Passport Size Photos - 2
- Bank Account Proof - Statement/ Passbook (Compulsory)
- Family (spouse/ children's) aadhar zeros

Congratulations!!!

For SUMA SOFT PRIVATE LTD  
  
Authorized Signatory

Accepted and Agreed  
  
Candidate's Signature

Page: Office Suma Soft Pvt. Ltd., Erandwane, Pune-411004  
Tel. No. +91 (020) 25423533, 40131400. For No. 020 25423533

Ref No : PRM/ADM/OFR 066

Date: 02/12/2020

To,

**MR. OMKAR BHAUSAHEB PANSARE**  
A/P - Ghulewadi, Tal : Sangamner,  
Dist : Ahmednagar . 422608  
Mob. No.- 7776073788 / 9579714768

Sub : Offer Letter

Dear Mr. Omkar,

- 1) We hereby offer you a placement with our company as an **Jr. Software Developer** based at **Ahmednagar** and conditions as mutually agreed upon at the time of interview. A formal letter of appointment will be issued to you after joining the company.
- 2) You will be paid a gross salary of Rs. **1,44,000 /-** ( One Lakh Fourty Four Thousand Rs. Only) per annum which will comprise of your fixed salary and incentives both.
- 3) You are requested to report for joining at our **Ahmednagar** office at the earliest but not later than **10-12-2020**. In case you do not report by the stipulated date, it shall be presumed that you are not interested in the offer and the same shall stand withdrawn without any further reference to you.
- 4) At the time of joining please bring with you
  1. Your relieving letter from your previous employer.
  2. Your Educational Certificates.
  3. A salary certificate from your previous employer.
  4. Copy of Pan Card / Voter ID/ Aadhar Card.
  5. 4 Passport size Photo / 100 Rs. Bond.
- 5) Any information pertaining to your candidature declared by you at the time of joining or at a later stage if found to be fabricated, false, tampered or incorrect, will lead to dismissal from the services without any notice or compensation.

We look forward to a long term and mutually rewarding association with you, as a member of PRM family.

Please sign the duplicate copy of this letter and return it to us as token of your acceptance.

Authorized Signatory

*[Signature]*

PRM Soft Solution Pvt. Ltd.  
Belgaum



Candidate's Name & Signature

*[Signature]*

Accepted and agreed

5052  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



October 25, 2021

**Mr. Shahrukh Pathan**  
Ahmednagar

Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**

Dear Mr. Shahrukh,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs. 7,500/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet (whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.

3/12  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



### Rules, Regulations & Policies:

1. On joining the company, you will get the appointment letter with terms & conditions which are acceptable by you. These would be changed from time to time and would be binding on you.
2. In case of resigning from the post, one month's notice is required. In case of short notice, company has the right to accept monetary compensation or demand fulfillment of the full notice period.
3. In - Out timings are very important for the audit purpose. Therefore, please mark your entry and exit using the company's biometric system for every entry/exit. Entries not found in the register will be marked absent.
4. In case you are getting late inform your superior accordingly. Only in case he is not available on phone, inform some other senior. Please inform before that you will be late and not for eg. at 9.25 that you will be in office in 10 mins (in case reporting is at 9 am). That is not very helpful.
5. Application for leave is to be submitted well in advance. Also, please take feedback of its being sanctioned. **DO NOT PRESUME** that it will be sanctioned.
6. If somebody remains absent a day earlier to holiday & a day next to holiday, then 3 days of leave will be considered.
7. Extra days working during the month will be adjusted against absenteeism. But in case working days exceed month days, then such days get accumulated & are to be adjusted against absenteeism in the following months. But these accumulated extra days cannot be adjusted against notice period.
8. While calculating Earned Leave, working days shall not include weekly & paid holidays. Earned Leave cannot be adjusted towards notice period. Also, earned leave is not en-cashable at the end of the year and needs to be consumed or forfeited. Please also note that no leave will be sanctioned for the month of March.
9. Smoking is strictly prohibited in the office premises.
10. Daily log is to be filled on a daily basis.
11. Whenever somebody goes out to client site, one should always carry Visit Log and installation kit. These visit log(s) are to be submitted on the same day or latest by next working day morning. In case you are travelling, such logs should be submitted on the next visit to the office.
12. Petrol register (if you are going out on official work) is to be updated same day with Initial & final meter reading & details of visit log No. should be specified. Allowance will be given only if details are furnished properly. Please understand that this system is for smooth functioning of our organization. In this way, nobody's voucher will be held back. Also, auditors cannot object to this allowance. Otherwise, this amounts to a perk which will be taxable in your hands. Hence, this system should be followed religiously.
13. Any of us going out of station should inform their immediate superior immediately on reaching the site. Same is applicable for those who visit site directly (without first reporting to office in the morning or after lunch). In case of lack of information, the office is liable to mark you absent. Please also note that it is equally important to inform your immediate superior while leaving the client site – whether local or outstation.
14. If you are waiting at client site beyond 7 pm, please inform your superior before 7.30 pm on that same day.
15. Site clearance should be taken before going for fresh installation to client site.
16. TDS, Gratuity, ESI, PF, Profession tax deductions will be as applicable.
17. You are not allowed to bring personal pen drives / CD / DVD or any media to office premises. I pods or their clones are allowed but should not be connected to computers. Please observe this strictly.
18. Strictest possible action under the Indian Penal Code and the Information Technology Act will be taken against those found to be taking source code in any form in unauthorized manner (either physically or electronically) outside the office premises.
19. During the term of your employment, you would access certain confidential information of the company, its clients and associates. You will agree not to use, communicate, reveal or otherwise make available such information for any purpose to any person. If detected, legal action will promptly be taken.
20. You will be required to sign a confidentiality agreement with the company.



# PC ZONE COMPUTER

Nagapur MIDC Ahmednagar 414001

Date: 25/11/2020

Mr. Phalke Aniket Rahul

At Post Kukana Tal Newasa  
Dist Ahmednagar 414604

Dear Phalke Aniket Rahul,

With reference to your interview dated 21 Nov 2020, we are pleased to offer you position of **Hardware And Network Manager** in our Organization

Your joining date is confirmed at 26<sup>th</sup> November 2020 as per the following terms and conditions


- You agree to comply with Terms and Conditions of Appointment
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you.

For PC Zone Computer  
for PC ZONE Computers

  
Director Proprietor

  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



October 25, 2021

**Ms. Vaishnavi Phirkoi**  
Ahmednagar.

Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**



Dear Ms. Vaishnavi,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs.7,500/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet(whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.

*S. V. Patil*  
DIRECTOR

DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

### Rules, Regulations & Policies:

1. On joining the company, you will get the appointment letter with terms & conditions which are acceptable by you. These would be changed from time to time and would be binding on you.
2. In case of resigning from the post, one month's notice is required. In case of short notice, company has the right to accept monetary compensation or demand fulfillment of the full notice period.
3. In - Out timings are very important for the audit purpose. Therefore, please mark your entry and exit using the company's biometric system for every entry/exit. Entries not found in the register will be marked absent.
4. In case you are getting late inform your superior accordingly. Only in case he is not available on phone, inform some other senior. Please inform before that you will be late and not for eg. at 9.25 that you will be in office in 10 mins (in case reporting is at 9 am). That is not very helpful.
5. Application for leave is to be submitted well in advance. Also, please take feedback of its being sanctioned. DO NOT PRESUME that it will be sanctioned.
6. If somebody remains absent a day earlier to holiday & a day next to holiday, then 3 days of leave will be considered.
7. Extra days working during the month will be adjusted against absenteeism. But in case working days exceed month days, then such days get accumulated & are to be adjusted against absenteeism in the following months. But these accumulated extra days cannot be adjusted against notice period.
8. While calculating Earned Leave, working days shall not include weekly & paid holidays. Earned Leave cannot be adjusted towards notice period. Also, earned leave is not en-cashable at the end of the year and needs to be consumed or forfeited. Please also note that no leave will be sanctioned for the month of March.
9. Smoking is strictly prohibited in the office premises.
10. Daily log is to be filled on a daily basis.
11. Whenever somebody goes out to client site, one should always carry Visit Log and installation kit. These visit log(s) are to be submitted on the same day or latest by next working day morning. In case you are travelling, such logs should be submitted on the next visit to the office.
12. Petrol register (if you are going out on official work) is to be updated same day with Initial & final meter reading & details of visit log No. should be specified. Allowance will be given only if details are furnished properly. Please understand that this system is for smooth functioning of our organization. In this way, nobody's voucher will be held back. Also, auditors cannot object to this allowance. Otherwise, this amounts to a perk which will be taxable in your hands. Hence, this system should be followed religiously.
13. Any of us going out of station should inform their immediate superior immediately on reaching the site. Same is applicable for those who visit site directly (without first reporting to office in the morning or after lunch). In case of lack of information, the office is liable to mark you absent. Please also note that it is equally important to inform your immediate superior while leaving the client site – whether local or outstation.
14. If you are waiting at client site beyond 7 pm, please inform your superior before 7.30 pm on that same day.
15. Site clearance should be taken before going for fresh installation to client site.
16. TDS, Gratuity, ESI, PF, Profession tax deductions will be as applicable.
17. You are not allowed to bring personal pen drives / CD / DVD or any media to office premises. I pods or their clones are allowed but should not be connected to computers. Please observe this strictly.
18. Strictest possible action under the Indian Penal Code and the Information Technology Act will be taken against those found to be taking source code in any form in unauthorized manner (either physically or electronically) outside the office premises.
19. During the term of your employment, you would access certain confidential information of the company, its clients and associates. You will agree not to use, communicate, reveal or otherwise make available such information for any purpose to any person. If detected, legal action will promptly be taken.
20. You will be required to sign a confidentiality agreement with the company.



February 10, 2021

**Mr.Nilesh Rajpurohit**  
**Ahmednagar**



Sub. : **Appointment as Trainee Developer**  
**With effect from 15 Feb, 2021**

Dear Nilesh,

With reference to the interview you had with us, we have pleasure in appointing you as a Trainee Developer on following terms & conditions:

1. Offer Validity – It is valid subject to your-
  - a) Submitting a bank guarantee of Rs.1,50,000/- (Rs.One Lac Fifty Thousand only) in favour of Retailware Softech Pvt. Ltd. **OR**
  - b) Submitting your Original Certificate (Last Passed Out) immediately **OR**
  - c) Keeping an interest free deposit of Rs.1,50,000/- (Rupees One Lac Fifty Thousand only) for a period of one & half year.
2. Training period – For 6 Months Guided by seniors & other Experts.
3. During the course of training, you will carry our directions and instruction issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
4. Salary – For 6 Months your in hand salary will be Rs.5,000/-
5. Working Hours – Morning 9.30 am to 6.00 pm
6. Weekly off – Sunday (or the weekly holiday at Client site you are assigned too).
7. Holidays – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
8. Leave –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
9. You will keep us informed about your Local/contact address whenever there is any change.
10. Right to terminate agreement –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.
11. During the term of your employment, you would access certain confidential Information of the company. You will agree not to use, communicate, reveal or otherwise make available such information for any purpose to any person.
12. You will be governed by all rules, regulations & policies of the company (Annex Attached)
13. You shall submit 3 Passport Size Photos

502  
DIRECTOR

DR.VITTHALRAO VIKHE PATIL FOUNDATION  
I.B.M.R.D., AHMEDNAGAR





## Offer Letter

Date:25/02/2021

To,

We are pleased to confirm our offer of employment to you with the Ombiz Techno Services Pvt. Ltd. Starting 25 Jan 2021.You are requested to report to the said address on 25 Feb 2021,on time 9:00:00 AM

The details of the offer are provided below :

**Name Of Employee** : Miss. Rohini Rajendra Sakane  
**Designation** : Support Executive  
**Location** : Head Office (Savedi, Ahmednagar)  
**Date of Joining** : 25.01.2021

We are confident that you would play a pivotal role in strengthening the team. This offer is being made to you on the following terms and conditions:

1.This offer is provisional in nature and the detailed appointment letter shall be provided to you on joining subsequent to satisfactory completion of the joining formalities and Training Period of one week(7Days).

2.You will be on probation for a period of six months, which may be extended further at the discretion of the Company. Appointment letter will be issued after successfully completion of one month of job period.

3.During probation, you will be required to serve 1 months' notice or pay 1 month's Basic salary in lieu of notice.

4.If you accept the above, you are required to produce the following documents on the date of joining :

- PAN Card
- Aadhar Card
- Certificates & mark sheets of all educational qualification
- Salary Slips for last three months
- Resignation Acceptance Letter of current company
- Two Passport Size Photographs
- Cancelled Cheque /Bank Details

*Sujit*  
DIRECTOR

DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR





5.You hereby authorize the Company or any external agency appointed by the Company to verify:

- a) Education
- b) Employment
- c) Conduct other background checks prior to your joining the Company or thereafter.

7.Your appointment is contingent upon successful completion of the background check and the Company reserves the right to end your employment should the results of your background investigation be negative.

8.The management also reserves the right to withdraw the said offer in case you are found medically unfit.

Request for your acknowledgement to this offer letter on or before 26 Feb 2021.

Non Submission of your pending documents may result to withdrawal of your Offer of Employment with our Organization.

Thanks & Regards,



*Admoy*  
25/02/21  
HR Head

Ombiz Techno Services Pvt. Ltd.

Accepted By:

*[Signature]*  
Sign



October 25, 2021

**Ms. Fiza Arif Sayyed**  
Ahmednagar.



Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**

Dear Ms.Fiza,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs.10,000/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet(whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.

*S. V. Patil*  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



### Rules, Regulations & Policies:

1. On joining the company, you will get the appointment letter with terms & conditions which are acceptable by you. These would be changed from time to time and would be binding on you.
2. In case of resigning from the post, one month's notice is required. In case of short notice, company has the right to accept monetary compensation or demand fulfillment of the full notice period.
3. In - Out timings are very important for the audit purpose. Therefore, please mark your entry and exit using the company's biometric system for every entry/exit. Entries not found in the register will be marked absent.
4. In case you are getting late inform your superior accordingly. Only in case he is not available on phone, inform some other senior. Please inform before that you will be late and not for eg. at 9.25 that you will be in office in 10 mins (In case reporting is at 9 am). That is not very helpful.
5. Application for leave is to be submitted well in advance. Also, please take feedback of its being sanctioned. **DO NOT PRESUME** that it will be sanctioned.
6. If somebody remains absent a day earlier to holiday & a day next to holiday, then 3 days of leave will be considered.
7. Extra days working during the month will be adjusted against absenteeism. But in case working days exceed month days, then such days get accumulated & are to be adjusted against absenteeism in the following months. But these accumulated extra days cannot be adjusted against notice period.
8. While calculating Earned Leave, working days shall not include weekly & paid holidays. Earned Leave cannot be adjusted towards notice period. Also, earned leave is not en-cashable at the end of the year and needs to be consumed or forfeited. Please also note that no leave will be sanctioned for the month of March.
9. Smoking is strictly prohibited in the office premises.
10. Daily log is to be filled on a daily basis.
11. Whenever somebody goes out to client site, one should always carry Visit Log and installation kit. These visit log(s) are to be submitted on the same day or latest by next working day morning. In case you are travelling, such logs should be submitted on the next visit to the office.
12. Petrol register (if you are going out on official work) is to be updated same day with Initial & final meter reading & details of visit log No. should be specified. Allowance will be given only if details are furnished properly. Please understand that this system is for smooth functioning of our organization. In this way, nobody's voucher will be held back. Also, auditors cannot object to this allowance. Otherwise, this amounts to a perk which will be taxable in your hands. Hence, this system should be followed religiously.
13. Any of us going out of station should inform their immediate superior immediately on reaching the site. Same is applicable for those who visit site directly (without first reporting to office in the morning or after lunch). In case of lack of information, the office is liable to mark you absent. Please also note that it is equally important to inform your immediate superior while leaving the client site - whether local or outstation.
14. If you are waiting at client site beyond 7 pm, please inform your superior before 7.30 pm on that same day.
15. Site clearance should be taken before going for fresh installation to client site.
16. TDS, Gratuity, ESI, PF, Profession tax deductions will be as applicable.
17. You are not allowed to bring personal pen drives / CD / DVD or any media to office premises. I pods or their clones are allowed but should not be connected to computers. Please observe this strictly.
18. Strictest possible action under the Indian Penal Code and the Information Technology Act will be taken against those found to be taking source code in any form in unauthorized manner (either physically or electronically) outside the office premises.
19. During the term of your employment, you would access certain confidential information of the company, its clients and associates. You will agree not to use, communicate, reveal or otherwise make available such information for any purpose to any person. If detected, legal action will promptly be taken.
20. You will be required to sign a confidentiality agreement with the company.





**POORNAYASH**

GROUP OF INFORMATION & TECHNOLOGY



+91 8888672403



[info@poornayashifotech.com](mailto:info@poornayashifotech.com)



Abhishek Apartment, Tilak Road, Ahmednagar. 414001



[www.poornayashifotech.com](http://www.poornayashifotech.com)

GST NO. 27FTCP8204LIZ6

Date: 03/08/2020

To,  
Akash Yadav Wakchaure

Sub. : Appointment for the Apprenticeship of Software Development (Full-time)

Dear Sir/Madam,

This has reference to your application dated the 03 Aug. 2020 in connection with your Full-time employment as the Apprentice for Software Development in our establishment. We have pleasure to offer you full-time job in our establishment on the following Terms and Conditions:

1. Be it clearly understood and agreed that as a full-time employee, you will not have the status of an employee nor you will be entitled to the privileges/benefits available to other employees who are employed either on regular or temporary basis.
2. You will be paid a consolidated salary of Rs 4500 P/M and no other extra allowances will be payable.
3. Your duty hours shall be from 9:00 AM to 6:00 PM which can be changed according to the convenience of the management and for extra work and purely as the sole discretion of the management.
4. You will be responsible for carrying out your work as assigned to you till entire satisfaction of the management.
5. You will be punctual and regular in your duties and will not be absent yourself without prior permission of the management.

*Sis 2*  
DIRECTOR

DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

October 25, 2021

**Mr. Abhijeet Sunil Warade**  
Ahmednagar.

Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**

Dear Abhijeet,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

- 1. Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
- 2.** During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
- 3. Salary** – For 6 Months your stipend will be **Rs.7,500/-** subject to statutory deductions as applicable
- 4. Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
- 5.** You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet(whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
- 6. Working Hours** – Morning 9.30 am to 6.00 pm
- 7. Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
- 8. Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
- 9. Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
- 10.** You will keep us informed about your Local/contact address whenever there is any change.
- 11. Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.

*Suj*  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



### Rules, Regulations & Policies:

1. On joining the company, you will get the appointment letter with terms & conditions which are acceptable by you. These would be changed from time to time and would be binding on you.
2. In case of resigning from the post, one month's notice is required. In case of short notice, company has the right to accept monetary compensation or demand fulfillment of the full notice period.
3. In - Out timings are very important for the audit purpose. Therefore, please mark your entry and exit using the company's biometric system for every entry/exit. Entries not found in the register will be marked absent.
4. In case you are getting late inform your superior accordingly. Only in case he is not available on phone, inform some other senior. Please inform before that you will be late and not for eg. at 9.25 that you will be in office in 10 mins (in case reporting is at 9 am). That is not very helpful.
5. Application for leave is to be submitted well in advance. Also, please take feedback of its being sanctioned. DO NOT PRESUME that it will be sanctioned.
6. If somebody remains absent a day earlier to holiday & a day next to holiday, then 3 days of leave will be considered.
7. Extra days working during the month will be adjusted against absenteeism. But in case working days exceed month days, then such days get accumulated & are to be adjusted against absenteeism in the following months. But these accumulated extra days cannot be adjusted against notice period.
8. While calculating Earned Leave, working days shall not include weekly & paid holidays. Earned Leave cannot be adjusted towards notice period. Also, earned leave is not en-cashable at the end of the year and needs to be consumed or forfeited. Please also note that no leave will be sanctioned for the month of March.
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10. Daily log is to be filled on a daily basis.
11. Whenever somebody goes out to client site, one should always carry Visit Log and installation kit. These visit log(s) are to be submitted on the same day or latest by next working day morning. In case you are travelling, such logs should be submitted on the next visit to the office.
12. Petrol register (if you are going out on official work) is to be updated same day with Initial & final meter reading & details of visit log No. should be specified. Allowance will be given only if details are furnished properly. Please understand that this system is for smooth functioning of our organization. In this way, nobody's voucher will be held back. Also, auditors cannot object to this allowance. Otherwise, this amounts to a perk which will be taxable in your hands. Hence, this system should be followed religiously.
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14. If you are waiting at client site beyond 7 pm, please inform your superior before 7.30 pm on that same day.
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16. TDS, Gratuity, ESI, PF, Profession tax deductions will be as applicable.
17. You are not allowed to bring personal pen drives / CD / DVD or any media to office premises. I pods or their clones are allowed but should not be connected to computers. Please observe this strictly.
18. Strictest possible action under the Indian Penal Code and the Information Technology Act will be taken against those found to be taking source code in any form in unauthorized manner (either physically or electronically) outside the office premises.
19. During the term of your employment, you would access certain confidential information of the company, its clients and associates. You will agree not to use, communicate, reveal or otherwise make available such information for any purpose to any person. If detected, legal action will promptly be taken.
20. You will be required to sign a confidentiality agreement with the company.



9518712648



# Klassic Wheels Limited

(Formerly known as Klassic Wheels Private Limited)



Unit I : L-2, M.I.D.C. Area, Ahmednagar, Maharashtra, India 414111. Tel. : 0241-2779413  
Unit II : E7 & E8, M.I.D.C. Area, Ahmednagar, Maharashtra, India 414 111. Tel. : 0241-2779413  
Email : accounts@klassicwheels.com

KWL/2/JE/12349/2018

Date: 04 DEC 2018

To,  
Mr. Gholap Kunal Subhash,  
A/P - Burudgoan Road,  
Tal - Nagar, Dist - Ahmednagar,  
Pin - 414001  
Sub: - Appointment Letter

Dear Mr. Kunal,

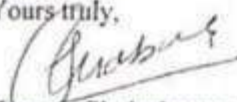
We are pleased to inform you that you have been selected as - **Jr Engineer -IT Dept.** "in our company as per following Terms and Conditions:-


1. Your training period will be for one year and will be effective from your date of joining.
2. During this training period, you will be paid a monthly salary of **Rs.15,000/- per month.** (CTC). You will not be entitled to any other allowances or monetary benefits during training.
3. You may be required to work in shifts as per the requirement of the company and any of the locations in India.
4. You will abide by the rules and regulations made by the Management from time to time and carry out the instructions given to you by the Management.
5. On successful completion of the training of which the Management will be the sole judge, you will be taken on Probation depending upon the requirement of the company and your performance during the training period. However, the Management will not be obliged to appoint you after your training period.
6. In case you wish to discontinue your services, you have to give one month notice in advance or one month stipend in lieu thereof to our HR Department for smooth functioning. Also even the Management can terminate your services by giving you one month notice or one month stipend in lieu thereof.
7. This offer is also subject to submission of educational certificates/employment work experience testimonials and other documents as required by the company and verification of all information provided by you to the satisfaction of the company.

Please sign the duplicate copy of this letter in token of having accepted the appointment on terms and conditions stipulated above.

We look forward for a long association with you.

Thanking you,  
Yours truly,

  
Jeevan Chabukswar  
Manager HR

  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



Accepted the a foresaid conditions \_\_\_\_\_

8329129302

# CentralLogic®

CentralLogic Consultancy Pvt. Ltd.  
B/8, Borivali Chandralok Soc, Mehta  
Apt, Punjabi Lane, Off L. T. Road,  
Borivali – West, Mumbai – 400092.  
<http://www.centrallogic.net>

Strictly Private and Confidential

Date: 5<sup>th</sup> August 2019

**Nikita Bhagwani,**  
Pune.

Dear Nikita,

We are pleased to extend to you an offer of employment with CentralLogic Consultancy Pvt. Ltd. as a Software Engineer - Trainee responsible for developing software on projects for CentralLogic and its clients. Your total compensation is Rs. 2,16,000/- per annum and is described in Annexure A.

This offer is contingent on you commencing employment with Company on 5<sup>th</sup> August 2019. By accepting this offer, you expressly agree that you will join on such date, unless otherwise agreed to in writing by the Company.

Your employment with the Company will be governed by the attached Annexure B – Terms of Employment. You are required to carefully read and understand the Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks and medical fitness, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with the Company, please submit a copy of this letter, Annexure A – Compensation Details, Annexure B – Terms of Employment, with your original signature on each page.

If we do not receive the above items from you within seven (7) days from the date of this letter, or if, after your acceptance of this offer, you have not joined the Company by 5<sup>th</sup> August 2019, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

Nikita, we look forward to hearing from you regarding your decision to join our team. I believe you have a successful career ahead of you and look forward to your joining us.

Yours sincerely

For CentralLogic Consultancy Private Limited

Acknowledge and Agreed

  
Ajay Navgale  
CEO



\_\_\_\_\_  
[Insert full legal name]

  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



## Annexure A – Terms of Employment

### 1. General

- a. You will be on probation for a period of six months from the date of commencement of your service, which is liable for extension at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing.
- b. Either party can terminate this employment agreement by providing a written notice. This notice shall be one month during probation and three months thereafter.
- c. Your retention in Company's employment will be subject to your continued medical fitness.

### 2. Work Related

- a. You will devote full time to the work of CentralLogic Consultancy Private Limited (herein referred as CentralLogic), and shall not undertake any direct/ indirect business / work / assignment etc. even on part-time basis whether for any consideration or not, save with the prior written permission from the Company.
- b. You will use your best efforts in the performance of employment duties assigned to you from time to time and, at all times, act in good faith and in the best interests of CentralLogic, you will comply with all rules, regulations and procedures established by CentralLogic.

### 3. Software Related

You are strictly prohibited from bringing any unauthorized/ infringed copies of software in the office premises, from any external sources or copying software from one computer system to another which may include any violation of the provisions of the Copyrights Act. Non-compliance of this rule will be regarded as a serious offense and you will be subjected to appropriate disciplinary action.

### 4. Intellectual Property Rights

- a. You will agree to inform CentralLogic of full details of all your inventions, discoveries, concepts and ideas (collectively called "Developments"), whether patentable or not, including but not limited to, hardware and apparatus, products, processes and methods, formulae, computer programs and techniques, as well as any improvements and related knowledge, which you can conceive, improve, complete, or put in to practice (whether alone or jointly with others) while you continue in the employment of CentralLogic; and which relate to the present or prospective business, work or investigations of CentralLogic; or which result from any work you do using any equipment, facilities, materials or personnel of CentralLogic; or which has or have been developed by you or under your supervision, or which result from or are suggested by any work, which you do or may do for CentralLogic.
- b. The ownership of all "developmental" work and documentation created by you shall from the moments of its creation, vest in CentralLogic. Thus, you agree to assign and do hereby assign to CentralLogic, CentralLogic's nominee, your entire right, title and interest in –



## 6. Confidentiality

- a. In connection with your providing certain products and/or services to CentralLogic and/or on behalf of CentralLogic, you will have access to information concerning CentralLogic and CentralLogic's clients. As a condition to your being given access to such information, you agree to treat any information concerning CentralLogic and/or CentralLogic's clients (whether prepared by CentralLogic, its advisors or otherwise) which is furnished to you by or on behalf of CentralLogic and/or CentralLogic's clients (herein collectively referred to as the "Confidential Information") in accordance with the provisions of this letter and to take or abstain from taking certain other actions herein set forth. The term "Confidential Information" does not include information which (i) is already in your possession, or (ii) becomes generally available to the public other than as a result of a disclosure by you or (iii) becomes available to you on a non-confidential basis from a source other than CentralLogic and/or CentralLogic's clients. The confidential information shall be solely used for the purpose of and on behalf of CentralLogic and you further agree that disclosure of the same shall be with prior permission of CentralLogic.
- b. You agree to promptly redeliver to CentralLogic, upon request, all confidential information including all intellectual property rights, whether registered or unregistered on any tangible media and that you will not retain any copies, extracts or other reproductions in whole or in part of such material. You further agree that breach of this confidentiality letter agreement could cause irreparable harm to CentralLogic and that CentralLogic shall be entitled to any and all injunctive relief, as well as monetary damages, including reasonable attorney fees, for such breach.

## 7. Arbitration

All disputes or difference what so ever arising between the parties out of or related to this contract or the construction or meaning and operation or effect of this contract or the breach thereof shall be settled by arbitration in accordance with rules of arbitration of the Indian Merchant Chambers and award made in pursuant thereof shall be binding on the parties.

You or CentralLogic may demand arbitration by giving a written notice to the other party stating nature of the controversy.

## 8. Governing Law

The validity, constructing, interpretation and performance of this Contract will be governed by Indian Laws and adjudicated upon by a competent Court in Mumbai.

## 9. Remedies

- a. Notwithstanding paragraph (Arbitration clause), you agree that your failure or neglect to perform, keep, or observe any term, provision, condition, covenant, warranty, or representation contained in this Contract, the confidentiality Contract or any other





7020061249

**Private & Confidential**

**OFFER LETTER**

Dated :23<sup>rd</sup> December 2020

To,

PRAVIN CHANGLANI  
Plot No 6,  
Behind Hotel Yash Grand,  
Near Prasad Pharmacy,  
Railway station road,  
Ahmednagar Maharashtra



Dear Pravin,

**Congratulations!**

We are pleased to offer you an appointment in VNMT SOLUTIONS PTY LTD (herein after referred to as "VNMT" or Company" as the context may require) as **NetSuite Developer (Designation offered)**.

Your annual compensation details are as per the Annexure attached herewith. Your gross compensation inclusive of all benefits will be **INR 324000 p.a.** (Rupees Three Lakhs Twenty-Four Thousand Only) which will be the fixed compensation and will be subject to deduction of Tax at source/provident fund/professional tax in accordance with the prevailing laws and Company policies. The Variable Compensation i.e the MBO will be decided at the end of year on the performance basis which shall be at the sole discretion of Management.

The company may at any time transfer the employment rights to its Indian Subsidiary with the same terms or modification if in case required at the time of transfer. The Gross compensation in the Indian Subsidiary will be Subject to the prevailing Statutory Deductions.

- I. **Work Location:**  
It will be Fully Work from Home Presently.
- II. **Joining Date:**  
Your appointment will be effective from the date of joining which shall be on or before **25<sup>th</sup> Jan 2021** Any extensions beyond agreed period for joining date shall be notified to the HR Department well in advance in support of documents, if any.
- III. **Probation:**  
You will be under probation for a period of 3 months. During probation, you are eligible to take only one leave per month.
- IV. **Notice Period:**

*Swiz*  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



client requirements / business meetings/ technical support / sales and marketing / workshops / seminars / troubleshooting, as the case may be. The duration and schedule of travel and stay will be decided based on the need and your current skills and/or experience. In lieu of the considerable investment the Company makes during and after travel, you would be required to sign a commitment letter. You are highly expected to intimate the HR / Admin regarding the validity of your passport and VISA from time to time failing which you will be held responsible for the lapses / violations of VISA rules.

**XI. Private Information Policy:**

You acknowledge that you will not neither copy nor distribute any material or information ( to any third party) which is of private nature as to the company and the Company's clients' and prospective clients' business, strategies, methodologies, operations, technologies (including computer software), financial affairs, organizational and personnel matters, policies, procedures, trade secrets, programs, prospective clients, employees and other non-public matters.

You acknowledge that by performing and fulfilling your responsibilities to the Company and this Employment Agreement, you will have access to and will be entrusted with confidential technical and business information and that the disclosure of any such confidential information for your own personal purposes would be highly detrimental to the best interests of the Company. You acknowledge and agree that the right to maintain the confidentiality of such confidential information and the right to conserve its good will constitute proprietary rights, which the Company is entitled to protect. You furthermore agree to immediately return all business documents to the Company upon termination / separation of this Employment Agreement for any reason whatsoever.

**XII. None Compete | Non Solicitation:**

Non-compete and Non-Solicitation will be in full effect for a period of two years after your separation with the Company. You agree not to engage in any business activity similar in nature to any business conducted or planned by any members of the Company (or group of Companies) to compete in any way with products or services being developed, marketed, distributed, sold or otherwise provided by any member of the Company at such time for a period of two years after separation from the Company.

You will not solicit, directly or indirectly, any employee to leave his or her employment with the Company or any of its subsidiaries. For the purposes of this offer, the phrase "shall not solicit, directly or indirectly" includes, without limitation,

that you shall not disclose, whether orally, electronically or in writing to any third party the names, backgrounds, qualifications or contact information of any of the Company or any of its subsidiaries employees or otherwise identify them as potential candidates for employment. The agreements for Employee Invention, Confidentiality, Non-Solicitation and Non-Competition are part of your joining protocol, shall be effective and shall remain in full force and effect for the applicable period. You shall also not poach or solicit any business either directly or indirectly from any client/customer or contractors you are working with and have knowledge of.



thereof.

You will devote your entire time to the work of the Company and will not undertake any direct / indirect business or work, honorary or remunerator except with the written permission of the Management in each case.

As part of the joining formalities, you are required to submit copies of the following documents on your joining day.

- Proof of age and educational qualifications
- Service certificate and relieving letter from your previous employer
- Salary certificate from your previous employer
- Copy of PAN card, Aadhaar Card/ Passport.
- Passport size photographs of self: 4 nos.
- Form 16 for the previous year
- Form 16 and pay slips for the current financial year

**The original documents will be returned to you the same day after verification.**

**XVII. Entirety of Agreement :**

You agree that all restrictions contained in this appointment letter are reasonable and valid.

We take pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutually beneficial.

With best regards,  
For VNMT SOLUTIONS PTY LTD,

Authorized Signatory

---

*Enc: Annexure I .*

**Declaration**

I hereby accept this offer of employment from VNMT SOLUTIONS PTY LTD and the terms and conditions as set forth hereinabove and fully confirm that I shall join on or before 25<sup>th</sup> Jan 2021

Signature with date :  
Full Name :  
Place :

Company: Fiserv InfoTech Pvt Ltd.  
Mr/ Miss: Dhanshree Dhas  
City: Pune.  
Subject: Appointment Letter

Dear

Dhanshree Dhas.

We are pleased to Advise you of your Appointments as Web-DM w.e.f 12-10-2021 on the following

terms and Conditions:-

You will receive the following emolument per month.

Basic Salary: Rs 8000

HRA : Rs 1500

Medical: Rs 500

Total=Rs 10000 (Ten Thousand INR CTC)

Incentive Bonus as Applicable Follows :

GST Center : 5000 INR / Sale

GST (Rural,Urban, & District Frenchaisee)

Commission : 7000 INR / Sale (for Web-DM Only)

Above 10 Center/Region Qualified for 10000 INR.

1 - Your Job has been Classified as under Management Grade : Web-DM (Unit Head )

2 - Ratio of Fresh Qualified Data is 10:60/day Essential Qualified Data Given by the Web-DM /Day to Day (DM Responsibility)

3 - Avoid Cold Data/ Reuse Data/ Black Data on the Floor is not Acceptable.

4 - You will be on probation for 6 months from the date of joining the company, while on probation you will be required to give 15 days notice or payment of 15 days gross salary in lieu of a notice of your intent to leave the company's service.

5 - After confirmation the company or yourself may terminate your employment on giving one calendar month

notice or payment of one month gross salary in lieu thereof. You will be eligible for 10 days sick and casual

leave on successful completion of your probation periods.

6 - You will be eligible for the following facilities on the completion of one year's service.

Web - DM HOD directly assigned by the Authorities.

You will prefer all such job as assigned to you to the satisfaction of the management.

It s also a condition of

your employment that you will serve the company at any place designated by the company.

7 - Your terms of employment will be governed by the company rules as in force from time to time which may

change at the discretion of the management.

8 - Working Hour's should be 9am to 6pm/ day format

( 1 Hr Lunch Break )



October 25, 2021

**Ms. Ishita Neeraj Gorwa**  
Ahmednagar.

Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**

Dear Ms.Ishita,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs.7,500/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet (whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.

  
DIRECTOR


DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



### Rules, Regulations & Policies:

1. On joining the company, you will get the appointment letter with terms & conditions which are acceptable by you. These would be changed from time to time and would be binding on you.
2. In case of resigning from the post, one month's notice is required. In case of short notice, company has the right to accept monetary compensation or demand fulfillment of the full notice period.
3. In - Out timings are very important for the audit purpose. Therefore, please mark your entry and exit using the company's biometric system for every entry/exit. Entries not found in the register will be marked absent.
4. In case you are getting late inform your superior accordingly. Only in case he is not available on phone, inform some other senior. Please inform before that you will be late and not for eg. at 9.25 that you will be in office in 10 mins (in case reporting is at 9 am). That is not very helpful.
5. Application for leave is to be submitted well in advance. Also, please take feedback of its being sanctioned. DO NOT PRESUME that it will be sanctioned.
6. If somebody remains absent a day earlier to holiday & a day next to holiday, then 3 days of leave will be considered.
7. Extra days working during the month will be adjusted against absenteeism. But in case working days exceed month days, then such days get accumulated & are to be adjusted against absenteeism in the following months. But these accumulated extra days cannot be adjusted against notice period.
8. While calculating Earned Leave, working days shall not include weekly & paid holidays. Earned Leave cannot be adjusted towards notice period. Also, earned leave is not en-cashable at the end of the year and needs to be consumed or forfeited. Please also note that no leave will be sanctioned for the month of March.
9. Smoking is strictly prohibited in the office premises.
10. Daily log is to be filled on a daily basis.
11. Whenever somebody goes out to client site, one should always carry Visit Log and installation kit. These visit log(s) are to be submitted on the same day or latest by next working day morning. In case you are travelling, such logs should be submitted on the next visit to the office.
12. Petrol register (if you are going out on official work) is to be updated same day with Initial & final meter reading & details of visit log No. should be specified. Allowance will be given only if details are furnished properly. Please understand that this system is for smooth functioning of our organization. In this way, nobody's voucher will be held back. Also, auditors cannot object to this allowance. Otherwise, this amounts to a perk which will be taxable in your hands. Hence, this system should be followed religiously.
13. Any of us going out of station should inform their immediate superior immediately on reaching the site. Same is applicable for those who visit site directly (without first reporting to office in the morning or after lunch). In case of lack of information, the office is liable to mark you absent. Please also note that it is equally important to inform your immediate superior while leaving the client site – whether local or outstation.
14. If you are waiting at client site beyond 7 pm, please inform your superior before 7.30 pm on that same day.
15. Site clearance should be taken before going for fresh installation to client site.
16. TDS, Gratuity, ESI, PF, Profession tax deductions will be as applicable.
17. You are not allowed to bring personal pen drives / CD / DVD or any media to office premises. I pods or their clones are allowed but should not be connected to computers. Please observe this strictly.
18. Strictest possible action under the Indian Penal Code and the Information Technology Act will be taken against those found to be taking source code in any form in unauthorized manner (either physically or electronically) outside the office premises.
19. During the term of your employment, you would access certain confidential information of the company, its clients and associates. You will agree not to use, communicate, reveal or otherwise make available such information for any purpose to any person. If detected, legal action will promptly be taken.
20. You will be required to sign a confidentiality agreement with the company.



1  
GRIDLOGICS 

CIN: U72200PN2004PTC018754  
www.gridlogics.com

9146760837

Gridlogics Technologies Pvt. Ltd.  
4<sup>th</sup> Floor, Sunflower Commercial, 77/1 Baner Road  
Baner, Pune - 411045, India  
Tel: 020-66202640 Fax: 022-39167397

Dated: 3<sup>rd</sup> September, 2018

Ref: GR/HR/REC/A2/102

To,  
Mr. Ashok Khobare  
At post, Ghospuri,  
Tal & Dist, Ahmednagar,  
Pin: 414005.

Subject: Appointment letter

Dear Ashok,

This is with reference to your application for employment and our subsequent interview. Accordingly we are pleased to extend our offer of employment to you, as given below.

Effective From: 3<sup>rd</sup> September, 2018

Designation: **Data Verification Analyst**

**Location:**

Gridlogics Technologies Pvt. Ltd.  
Sunflower, 4th floor,  
77/1, Baner Road  
Baner, Pune- 411 045.

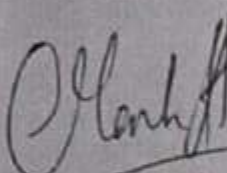
**Annual CTC:**

Salary/CTC : During First 6 months : 1.00 Lac per annum (There will be Employee & Employer Provident Fund and Professional Tax amount deducted from this) On confirmation : 1.2 LPA

**Appraisal Schedule:** Salary appraisals are based on the performance and will be done annually.

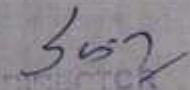
We look forward to having you on board with us, and welcome to our company. We hope you will enjoy working with us.

Regards,

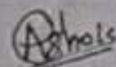


Mr. Manish K Sinha  
(Director)



  
DR. VITHALRAO VIKHE PATIL FOUNDATION'S  
L.B.M.R.D., AHMEDNAGAR





7387467929

Corporate & Registered Office: 612/613, Palm Spring Centre  
Mind Space, New Link Road, Malad (W), Mumbai: 400 064  
Tel No.: +91-022-40549797, Fax No: 40549700  
www.promptpersonnel.com



To,  
**Manish Shivdas Mankar,**

Date: 04-11-2020

**Subject: Offer Letter**

Dear **Manish Shivdas Mankar,**

We have pleasure in informing you that you have been selected "**Technical Support Executive**" at our Client Place "**Tata Communications Ltd**" Salary Offered to you is **Rs.17065/-CTC**. Your Salary Structure shall be as per Annexure A.

You should join duty on **06-Nov-2020** at **Tata Communications Ltd**. Please note that if you fail to join on this date without prior intimation, the management reserves the right to cancel this offer letter. This employment is purely contract base with starting from **06-11-2020** for next one year, your contract will be ended on **05-11-2021**, the same can be extended further based on tata com business requirement.

Based on company requirement a background Verification Check will be carried out within the first month from joining. Depending upon the result of the Background Verification Check your services with **Tata Communications Ltd** will continue. If the Background Verification Check result is found "Negative", your services will be terminated with immediate effect. You will be paid the salary for the days you have worked, but no notice period will be offered.

Your employment may be terminated by the company either by giving 30 days of written notice or salary in lieu of notices without assigning any reason whatsoever. Similarly you may also terminate the service by giving One Month written notice or by depositing or adjusting your One Month salary in lieu of notice. Other all Term & conditions of employment will be mentioned in Your Appointment letter.

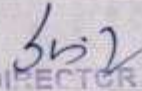
We expect you to contribute towards the long-term growth of the company.

**Following Documents will be required Before your Joining date**

1. Resume copy
2. Latest passport size photographs.
3. I.D Proof (Driving License or Passport or Election ID)
4. Residence proof (Ration Card or Sale/Lease Agreement Copy or Passport or Driving License)
5. Copies of Educational Certificates/Mark Sheets. (10<sup>th</sup>, 12<sup>th</sup>, Final Year)
6. Copy of previous Employment Certificates i.e. (Work Experience letter or Relieving letter, Salary Slip if any)
7. Cancelled Cheque/ Passbook of your savings bank account.
8. Pan Card & Aadhaar Card (Mandatory)
9. Joining Kit Forms (Form 11, Form 2, Form-1 and Prompt Joining Form)

For, **PROMPT PERSONNEL PVT.LTD**

Authorized Signatory

  
DIRECTOR  
DR.VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR





OSTWAL  
DIGITAL

## OFFER LETTER

Dear,  
Suchita Sanjay Munot

Congratulation! We are pleased to offer you the position of **Content Writer** with us here at Ostwal Digital, Sarjapura, Ahmednagar. We hope you will enjoy your role and make a significant contribution to the success of the business.

### Commencement Date

Your Employment will commence on 20<sup>th</sup> July 2021.

### Office Working Days, Tings and Leaves

Ostwal Digital has six days working. The general hours of working are 10.30 am to 6.30 pm. You need to complete 8 hours. From time to time, you will be required to work reasonable additional hours or after or before regular working hours when necessary to perform your duties.

Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month.

Except for emergencies and medical reasons, the leave will be granted only on 3 days prior notice and approval by your manager.

The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office, devote his whole time, attention and abilities to the business of the company.

### Privacy

During your employment, you may become aware of information relating to the business of Ostwal Digital, including but not limited to the client, trade secrets, intellectual property, and client details, pricing structure, and all documents created by you in the course of your employment remain the sole property of the company.

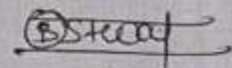
You shall not, either during or after your employment, without the prior consent of Ostwal Digital, Directly or indirectly divulge to any person or use the confidential information for your own or another's a benefit. You are required to observe and uphold all of the company's privacy policies and procedures as implemented or varied from time to time.



Date: 18 July 2021

DR. WITHALRAD VAHE PATE FOUNDATIONS  
18/80, AHMEDNAGAR

For OSTWAL DIGITAL

  
Proprietor

**Bhushan Ostwal**  
Founder & Owner



## OFFER LETTER

Dear,  
Dnyaneshwari Rohidas Nimase

Congratulation! We are pleased to offer you the position of **Digital Marketing Executive** with us here at Ostwal Digital, Sarjapura, Ahmednagar. We hope you will enjoy your role and make a significant contribution to the success of the business.

### Commencement Date

Your Employment will commence on 22<sup>nd</sup> July 2021.

### Office Working Days, Tings and Leaves

Ostwal Digital has six days working. The general hours of working are 10.30 am to 6.30 pm. You need to complete 8 hours. From time to time, you will be required to work reasonable additional hours or after or before regular working hours when necessary to perform your duties.

Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month.

Except for emergencies and medical reasons, the leave will be granted only on 3 days prior notice and approval by your manager.

The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office, devote his whole time, attention and abilities to the business of the company.

### Privacy

During your employment, you may become aware of information relating to the business of Ostwal Digital, including but not limited to the client, trade secrets, intellectual property, and client details, pricing structure, and all documents created by you in the course of your employment remain the sole property of the company.

You shall not, either during or after your employment, without the prior consent of Ostwal Digital, Directly or indirectly divulge to any person or use the confidential information for your own or another's a benefit. You are required to observe and uphold all of the company's privacy policies and procedures as implemented or varied from time to time.



Date: 18 July 2021

DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

For OSTWAL DIGITAL

Proprietor

**Bhushan Ostwal**  
Founder & Owner

Mr. Rushikesh Ratnakar Pathare

Skillate ID: 6278553

AT Banpimpri Post Mandavgan Tal Shrigonda Dist Ahmednagar, Ahmednagar  
Maharashtra, 414101

## Offer Letter

Dear Rushikesh,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Digital Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Analyst** and your initial place of posting will be **Pune**.
2. Your office address will be eClerx Services Limited, Block No.1, 5th Floor, Quadron Business Park Limited, Rajiv Gandhi Infotech Park, Plot N. 28 Hinjewadi Phase II, Pune – 411057, Maharashtra, India.
3. You will be required to work for five days a week and have two days of leave at any time during the week Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
4. Your date of commencement of employment will be on or before **October 14, 2022** .
5. Your Cost to the Company will be **INR 233,868** (As per the enclosed Annexure).
6. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1,400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with 30 Days' notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
13. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and procedures established by or as may be deemed fit, from time to time, by the Company / client(s) for whose processes you will be working for (i.e. if any). By signing this offer letter, you give irrevocable consent to the Company / its affiliates / officers and employees / Company's client(s), their affiliated companies, agents and officers etc., to conduct / arrange to conduct such test(s) and also release the aforesaid persons/entities of any claims, which you may have in this regard. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. Should the reports of such testing be positive, the organisation withholds the right to initiate suitable action, including termination of services, against you.
14. You may need to undergo specific / designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product know-how, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
15. The offer is made to you subject to the following pre-conditions without fulfilling which your offer may be

# eClerx

this letter being issued to you.

- a. Four passport size color photographs.
  - b. One set of photocopies of all certificates and mark sheets along with the originals for verification.
  - c. One photocopy of appointment letter and last three months' salary slips from the current employer along with originals for verification (Applicable if currently employed).
  - d. One photocopy of appointment letter and experience certificate / relieving letter from all the previous employers along with originals for verification (Applicable if worked with more than one organization).
  - e. One photocopy of Pan Card. If Pan Card not available, candidate must apply for it and bring the acknowledgement copy.
  - f. One photocopy of passport / driving license etc. for photo ID.
  - g. One photocopy of telephone bill / ration card, gas connection bill, etc. for proof of address.
  - h. One photocopy of experience certificate / relieving letter from the current employer along with originals for verification (Applicable if currently employed) within three working days from the date of joining.
16. In the initial recruitment process you were advised that this position is considered 'critical' and, therefore, your appointment is contingent upon successful completion of a background check, documents submitted by you are sent for necessary verification and authentication to the background verification agency.
17. Clauses:
- Your offer of employment will not be valid if you are unable to provide Updated Pan Card on or before 6<sup>th</sup> Nov'2022.

You will be required to report on the said date or you are required to inform the HR at least 15 days before the agreed joining date, failing this, the offer shall stand withdrawn automatically, without any further intimation to you.



# eClerx

Terms of your employment are governed by eClerx and eClerx reserves the right to make changes to your work location, shift and business vertical based on requirements of the organisation.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

**We welcome you to the eClerx family and wish you a successful career with us.**

Yours Truly,

Accepted By

For eClerx Services

**Rushikesh Pathare**



**Andrews Simon**  
Associate Principal – Human Resources



# eClerx

## Annexure I



Name: Rushikesh Pathare  
Designation: Analyst  
Date of Joining: October 14, 2022

SALARY OFFER BREAK-UP	Amount (INR)	Annual Amount(INR)
Basic Pay	9,023	108,276
House Rent Allowance	451	5,412
Leave Travel Allowance	0	0
Other Allowance	4,371	52,452
Bonus	2,593	31,116
<b>Monthly Fixed Compensation</b>	<b>16,438</b>	<b>197,256</b>
Retiral Fund	1,607	19,284
<b>Monthly Total Compensation</b>	<b>18,045</b>	<b>216,540</b>
<b>Annual Total Compensation</b>		<b>216,540</b>
Performance Bonus	1,444	17,328
<b>Cost To Company</b>	-	<b>233,868</b>
Gratuity	-	5,208
<b>Total Cost To Company</b>	-	<b>239,076</b>

- Since you have opted not to participate in the Employee's Provident Fund Scheme, the Retiral Fund amount mentioned in your salary will be paid as part of Monthly Fixed Compensation.

### Other Benefits:

1. You will be entitled to earned leaves equivalent to 24 working days per year. From the total leave balance, a maximum of 12 leaves will be carry forward to next financial year and any further leave balance, after the carry forward, will lapse. The leave policy shall be guided leave policy of the company.
2. All increments and bonus payouts will be prorated basis the date of joining or standard salary changes as per company policy which are contingent on your performance and subject to you being on active payroll of the company, on the date of actual payout. Any Employee serving notice period will not be eligible to receive the increments & bonus pay-outs.
3. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act 1972 and the amendments made thereafter.
4. A comprehensive Hospitalization Benefit will be available for you, including pre-existing disease cover. The limit of coverage is Rs.100,000.
5. If you are required to work in the night shift, you will also be entitled to receive a night shift allowance calculated basis the number of nights worked during the month, subject to the terms and conditions laid out in the Company's policy.
6. Language Allowance, if any, will be withdrawn if your role changes for any reason whatsoever, and the new role does not require you to use your language proficiency.
7. In the event of your voluntary separation from the company within a period of 12 months from your date of relocation / transfer to any of the Company's offices in India (if any), you shall be liable to pay to the Company, all the expense incurred towards movement of household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer.

**For any further queries, request you to get in touch with your recruiter or drop an email to below mentioned POC's:**

# eClerx

Chandigarh Location - [Recruitment\\_Managers@eclerx.com](mailto:Recruitment_Managers@eclerx.com) or contact, Tara Sharma (9780009693) for Customer Operations and for APM+ contact, Manjiree Badve (8082347490) or Preet Chug (8879473070).

I have read and understood all the above mentioned points and accept the offer.



Offered By: **Andrews Simon**  
Designation: **Associate Principal- Human Resources**  
Accepted by: \_\_\_\_\_  
Date: \_\_\_\_\_





Tapi Solutions Pvt. Ltd.

*Business without Boundaries*

Date: - 01/08/2016

Letter of Appointment

To,

Mr. Vishal Shrinivas Phirkoj

At-Ahmednagar

Tal & Dist – Ahmednagar -414001



Dear Vishal,

This has reference to our offer of Employment in Tapi Solutions Pvt. Ltd. dated 29/07/2016 and your completing joining formalities as per Tapi Solutions Pvt. Ltd. policy.

On the terms and conditions in our offer of Employment accepted by you, we are happy to appoint you as a **Support Executive on Trainee basis**.

Please Sign & return the duplicate copy of this letter.

I take this opportunity to extend you a warm welcome to the Tapi Solutions Pvt. Ltd.family!

Yours Sincerely,

Tapi Solutions Pvt. Ltd.

*Nilesh Shastri*  
Director

Mr.Nilesh Shastri



*Dr. V. Thakur*  
DIRECTOR  
DR. V. THAKUR VIKHE PATIL FOUNDATION'S  
T.E.M.R.I. ... SAF



March 13, 2022

HRD/3T/1003814301/21-22

Ms. Dipalee Mundhe  
Room No.-B-112,Padmavati Apartment  
Sec-7,Plot No.18,  
Kamothe ,navi mumbai-410209  
India

Ph: +91-8692928072

Dear Dipalee,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo  
richard\_lobo@infosys.com  
Digitally signed by Richard Lobo  
Date: 2022.03.14 17:08:44 IST  
Reason: Digitally Signed  
Location: Bangalore



INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

Dated: 1<sup>st</sup> Feb 2022

**OFFER LETTER**

To

**Mr Pradum Bhutekar,**

This has reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of "Trainee Engineer" with effect from **3<sup>rd</sup> Feb 2022**. You will be based at our office in **Pune**, India. Your compensation will be **Rs. 2,80,000/- (Rupees Two Lakhs Eighty Thousand only)** per annum, total cost to the company.

Your appointment letter comprising the detailed terms and conditions of your employment and the salary sheet will be given to you once you formally join us on the Date of Joining mentioned above.

We trust that the information and supporting document you have provided to us are true, based on which you have received this offer for employment. Should there be any discrepancy in the information provided by you, kindly update it before you sign and return the offer letter. We reserve our right to review and revoke this offer of employment, in the event any discrepancy is found in the future.

We request you to carry and submit the required documents with you on the Date of Joining as per the attached Joining Documents Checklist.

For a convenient joining process, the required joining documents should be uploaded and submitted as per the guidelines within 2 days of Offer Acceptance.

All the matters related to your appointment and compensation are strictly confidential and shall be treated as such at all times.

If you agree to all the above mentioned terms and conditions, we request you to confirm your acceptance of this offer by returning the duplicate copy of this letter duly signed by you. If you have received the offer letter through email, please send your acceptance through a reply mail within one day from the date of receipt of the e-mail. If you fail to accept the offer from **AutomationEdge Pvt. Ltd.** within 1 day, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Additionally, if you fail to report for onboarding formalities on the Date of Joining after accepting and signing this offer letter, you shall be liable to pay an amount equivalent to 1 (One) months Gross Salary for the loss that may be suffered by the Company as the Company has incurred cost towards recruitment and had also confirmed the seat for the said position.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

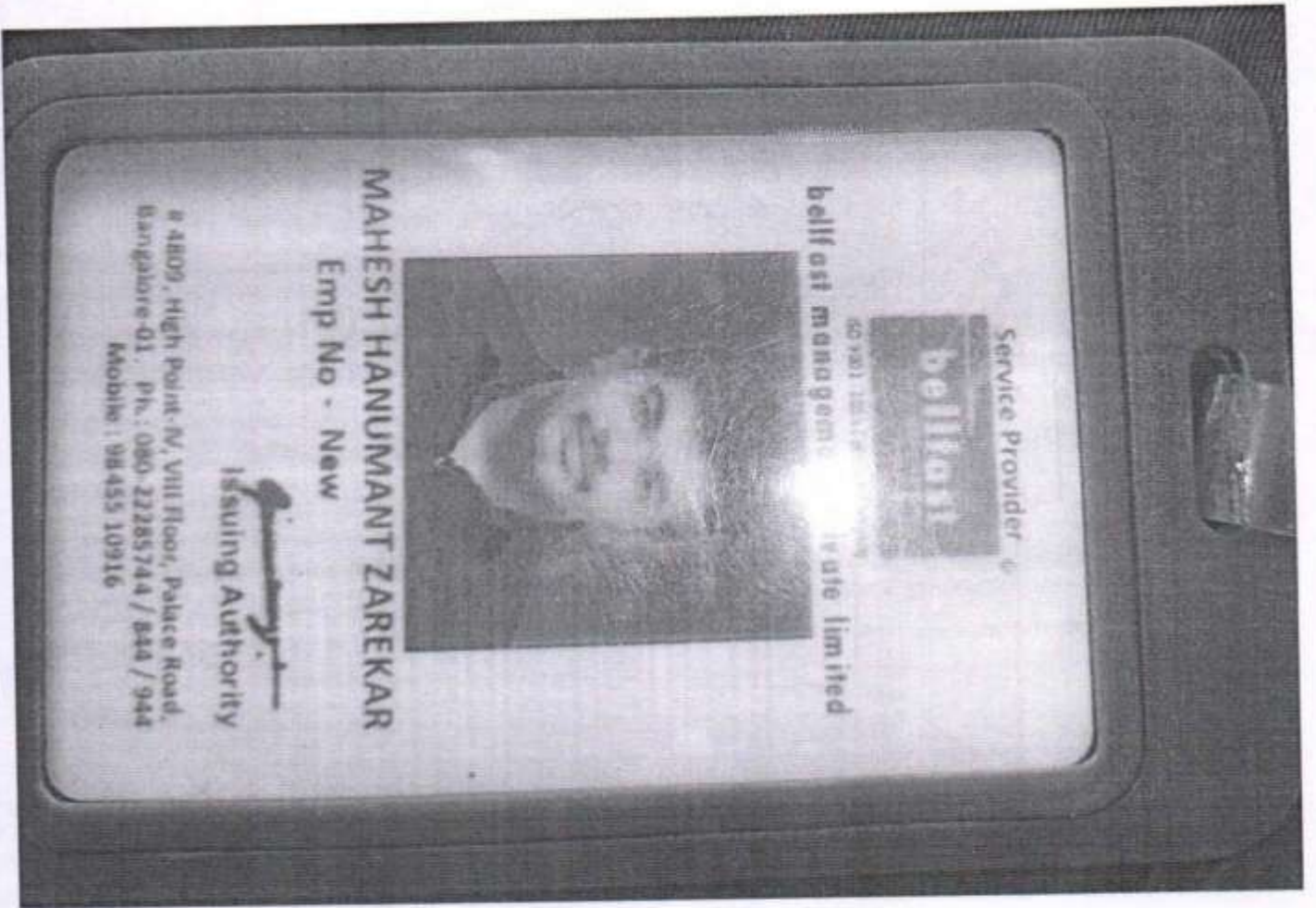
Yours sincerely,  
Human Resource Department

AutomationEdge Pvt. Ltd.

**I have read and accept the terms and conditions of this offer letter:**

Name : \_\_\_\_\_  
Signature : \_\_\_\_\_  
Date : \_\_\_\_\_





Service Provider



bellari management private limited



MAHESH HANUMANT ZAREKAR

Emp No - New

Issuing Authority

# 4809, High Point IV, VIII Floor, Palace Road,  
Bangalore-01, Ph: 080-22285744 / 844 / 944  
Mobile : 98455 10916

2022



**nbs:**  
**NetBusiness Solutions (India) Ltd.**

OFFER LETTER

Feb 28, 2022

Mr. Ashok Ankush Khobare  
Flat. No. 20, B wing,  
Jijai Palace (Left Building)  
Narhe PUNE, 411041

Dear Ashok,

This has reference to the discussions you had with us. We are pleased to offer you the position of a 'Data Analyst - AWS' in our organization with CTC salary of Rs. 4,00,000/- per annum on the following terms & Conditions:

1. Your period of probation will be 6 months from the date of joining.
2. You would be working for our client **Kotak Bank**
3. You will be confirmed on the rolls of the company on completion of six months of your probation period, subject to your performance being found satisfactory. Otherwise the period of probation may be extended as deemed necessary.
4. You may be absorbed by our client depending on your performance.
5. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and shall be bound to work. You and your surety shall sign a deputation agreement cum surety bond in the format given by the company when deputed abroad.
6. You shall keep strictly confidential, all information that may come to your knowledge in the course of your employment.
7. You may be asked to work in any department or section of the company by either the management or the chief of the department or section in any capacity as you may deem fit.
8. You shall not, during the term of your employment with us, either directly or indirectly and in any capacity viz., as a full/part time employee and/or as a consultant and/or as advisor and/or in any other capacity, work for any other organization engaged in similar lines of business.
9. During the period of your project, if you wish to discontinue the services, which you rendered to the company, you should inform at least one month in advance to the company in writing. Your relieving is subjected to client approval after smooth handover or task completion.
10. If the company is not satisfied with your services rendered, the company may at its direction, relieve you from such date as it may deem fit, even before the expiry of the notice period, without compensating for the unexpired notice period and is not bound to give any reasons thereof.
11. You will not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the company.



**nbs:**  
**NetBusiness Solutions (India) Ltd.**

12. If any declaration/document given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be terminated from service without any notice.
13. Your date of appointment is effective from the date of your joining.
14. This offer is valid subject to your Reference Check being satisfactory.
15. You will abide by the rules and regulations of the Company, and as amended from time to time.
16. This offer is valid till **2nd March, 2022**. At the time of joining, you have to submit two stamp size photographs, two passport size photographs, photocopies of your educational certificates along with mark sheets from SSLC onwards, service(s) certificate, experience(s) certificate and relieving letter.
17. Please sign the duplicate copy of this letter and send it to us as a token of your acceptance.

We sincerely hope you will join our staff. We feel you will have a great opportunity for professional development here and that you will be an asset to NetBusiness Solutions.

Thanking you,

Yours faithfully,  
For Net Business Solutions (I) Ltd.



Narendra Unchade  
Asst. Manager Accounts & HR



Ashok Khobare





Approved Member Registration Details

Est Id : KDNSK0051430000

Est Name : SUDHA VENTILATING SYSTEMS

Note : DSC/eSign is not required In case of verified

1. Member

Name: SMRITI MURARI SHARMA

Member Id : KDNSK00514300000010339

UAN/Previous Member	101910831982		
Name	SMRITI MURARI SHARMA		
Date of joining	31-Jan-2023	Date of Birth	17-Aug-1999
Gender	Female	Marital Status	Un-Married
(F)ather's/(H)usband's	MURARI SHARMA (F)		
Nationality	Indian		
Mobile	9552380998	e-Mail ID	smritimsharma99@gmail.com
Is International Worker	No		
Qualification	GRADUATE	Monthly EPF Wages as on Joining	15000
Disability Type	No		
Member is from Assam, Meghalaya, Nagaland, Nepal	No		

Note : \* means employee is not eligible to become the member of EPS 1995.

KYC Details Pending For Digital Signatory

SI No	KYC Document	Document Number	Name As Per Document	Document Information	Verification Status
1.	AADHAAR	XXXX XXXX 0317	SMRITI MURARI SHARMA	-	VERIFIED





## CREATIVE PLAST

Plot No. M-63, M.I.D.C., Ahmednagar 414 111  
Mobile - 9922971767 / 9923392382  
Email - creativeplast2016@gmail.com

REF NO- CP/20-21/09

Date :- 1<sup>st</sup> June 2020

TO,

Mr. Omkar Sunil Mehetre.

A/P- Station Road, Mehetre Mala, Rahuri,

Rahuri

Dist- Ahmednagar

Sub :- Appointment for the post of Accounts Manager.

Dear Mr. Omkar Sunil Mehetre.

This has to reference to your performance shown to us. We pleased to inform you that you have been offered as executive position to Accounts Manager for Creative Plast for the, with effect from 6<sup>th</sup> June 2020. The other terms & conditions will be as per our discussions and mutual agreement. We look forward a long, healthy and mutually beneficial association.

Kindly return copy of this letter duly signed by you as an acceptance of this Appointment letter.

We wish you all the Very Good Luck & Expecting A Very Good Work than Previously You Had.

  
Specimen Signatory

1. -----



Thanking You,

Yours Faithfully,

For Creative Plast







Office : Plot No. 14, Industrial Estate , Nagar - Pune Road, Kedgaon, Ahmednagar - 414 005.  
☎ 0241- 2417043 ☎ 8925103333 ☎ skeprocessorsindia@yahoo.com

9-FEB-2022

Ms. Harshada Pandurang Pakhare  
Eknath Nagar, Nepti Road  
Kedgaon , Ahmednagar, Maharashtra 414005.

**LETTER OF APPOINTMENT**

Dear Harshada Pandurang Pakhare ,

We are delighted to welcome you to S K ENTERPRISES for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of 'Operation Executive' in an E waste management unit. Your Monthly Compensation shall be 8,000/- Rs. (Eight thousand Rupees Only) inclusive all. Effective from **February 10, 2022**.

Submission of all necessary documents:

- 1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
- 2 Proof of date of birth
- 3 Copies of Pan Card and Address Proof
- 4 One recent passport size color photograph
- 5 Copy of acceptance of resignation letter and relieving letter from your previous employer

We at S K ENTERPRISES wish you success and look forward to your having a long and rewarding career with us.

Yours faithfully,

S K ENTERPRISES  
Proprietor

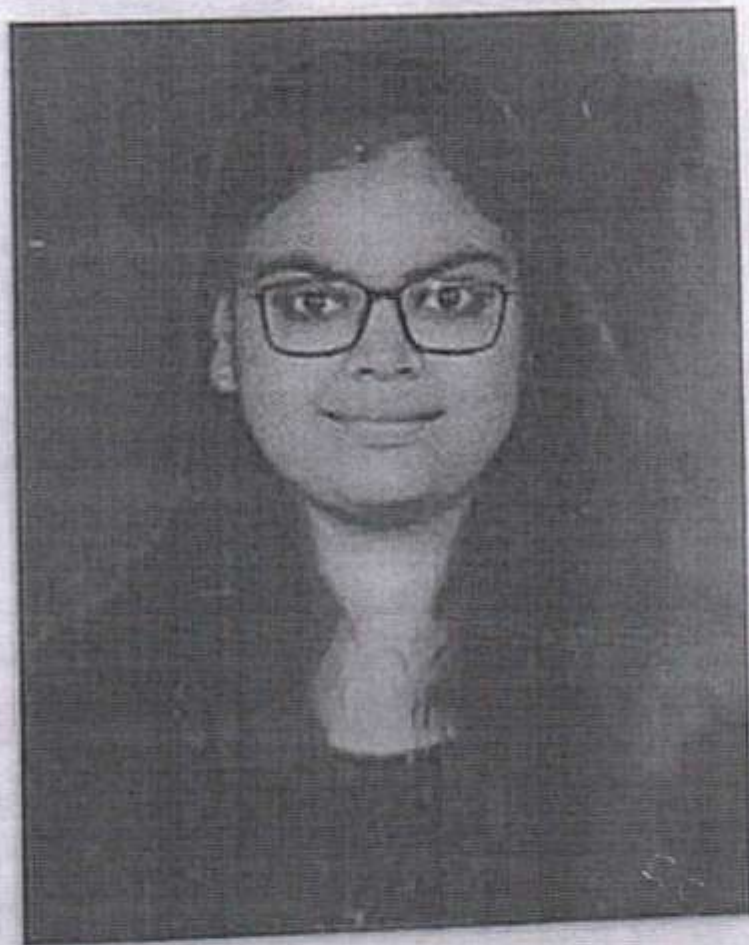






**BUREAU  
VERITAS**

**Shaping a World of Trust**



**Shreya Rajendra LANDGE**  
**ID No.: 754037**



January 21, 2023

Ref No: CAN093838

**Ms. ASHWINI NARAYAN DIKONDA**

4953 Borude Galli Dekonda Niwas Nalegaon Ahmednagar, Ahmednagar, 414001,  
Ahmednagar,  
Maharashtra - 414001.  
Mobile: 9834259004

**SUB: EMPLOYMENT**

Dear Ms. ASHWINI NARAYAN DIKONDA,

Further to your application and subsequent Offer letter dated: December 01, 2022, we are pleased to advise that, you have been selected for appointment as "ASSISTANT EXECUTIVE" in the grade of "BO2A" w.e.f. 02/01/2023 on the following terms and conditions:

1. Your Place of Posting will be at our AHMEDNAGAR located at, HIMALAYA TOWER, II ND FLOOR, BESIDES DEEPAK PETROL PUMP, ZOPADI CANTEEN, SAVER, AHMEDNAGAR-414003.
2. You will be paid a total remuneration of Rs.1,82,076/- p.a. The Break-up of which is enclosed.
3. You will be entitled for Gratuity as per statutory rules.
4. You will be entitled for leave as per company's policy.
5. You will be on probation for a period of six months effective from the 02/01/2023. On successful completion of probation, your services will be confirmed.
6. Your Employment Code is "118885". You shall quote this code for all future correspondence.

Please sign and return to us the duplicate copy of this letter and the copy of the attached general terms and conditions of employment duly signed by you as token of your acceptance.

We welcome you to our organization and wish you all success.

For SHRIRAM FINANCE LIMITED

A.GANESH  
SENIOR VICE PRESIDENT

AGREED  
ASHWINI NARAYAN DIKONDA



**Shriram Finance Limited**

(Formerly known as Shriram Transport Finance Company Limited)

Admn. Office: 6th Floor(level 2), Building No.Q2, Aunum Q Parc, Gen 4/1, TTC, Thane Belapur Road, Ghansoli, Navi Mumbai - 400710. Tel: +91 22 4095 7575  
Registered Office: Sri Towers, Plot No. 14A, South Phase, Industrial Estate, Guindy, Chennai - 600 032. Tamil Nadu, India | Tel: +91-44-485 24 686  
Website: www.shriramfinance.in | Corporate Identity Number(CIN) - L65191TN1979PLC007874

Wednesday, 20 January 2021

Deputation Letter

Employee Code : TL/UD/9939  
Agency : Talent Labs  
Employee Name : Karan Deepak Durgayya  
Designation : Business Development Executive  
Department : Market Development  
Contact No : 9028405424  
Address : Pune-Maharashtra

Dear Karan Deepak Durgayya

We are glad to inform you that you have been deputed to **Pune-Maharashtra** with **Hive Loop Technologies (Udaan.com)** (herein after referred as 'Client'), with effect from **Monday, January 25, 2021**, for a specific assignment and after the completion of this assignment your work shall automatically resume to Agency as per the terms of the appointment letter

Except as mentioned herein this Deputation Letter, all the other terms and conditions of your appointment and any further amendments remain unaltered.

During the period of your association with the Client, you will be required to abide by and adhere to the policies, rules, and regulations of the Client, including but not limited to, Code of Conduct, Discipline, Business Ethics and Contract of employment and any amendments made thereof that may be communicated by us or by the Client, from time to time. Such policies, rules and regulations may be subject to modification or amendment at the sole discretion of the Client and you shall be bound to abide by the same.

We take this opportunity to wish you every success in your assignment.

For Talent Labs Pvt Ltd.



Sandeep  
Director



I accept

Karan Deepak Durgayya

08-May-2023

Haribhau Motiram More [ ID: 146196 ]

TECHAR COLONY Bhatwadgaon Road Beed

Maharashtra -431131

morehari049@gmail.com

Dear Mr. Haribhau Motiram More,

We are pleased to extend this letter of appointment ("Letter") to you at IDFC FIRST Bharat Limited (the "company") and your role is **Relationship Officer-LAP** and grade is **Senior Assistant** respectively. You are expected to join on or before **22-May-2023** ("Date of Joining"). Your monthly Total Fixed Pay (TFP) will be **INR 22084.00**. The position is currently based at **Majalgaon Branch, Pune Region**. Please refer the Annexure-1 for break-up of Gross and Total fixed salary. Please note that your appointment is subject to your adherence on the following, in letter and spirit

- Terms & Conditions [Annexure-2]
- Code of Conduct [Annexure-3]

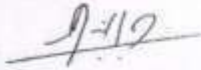
This appointment is subject to you being medically fit to perform your role effectively. It is also based on the verification of information and documents submitted (electronically or hardcopy), including but not limited to Authorization / Undertaking / Declaration Form.

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not share information regarding the same with anyone.

Congratulations on your appointment. We wish you a successful association with IDFC FIRST Bharat Limited.

Thank You,

For IDFC FIRST Bharat Limited



Anil Kumar TT  
Head - Human Resources



I, **Haribhau Motiram More**, Son/Daughter of **Motiram**, do hereby accept the above and confirm / certify the following:

1. Date of Joining the Company: **22-May-2023**
2. PAN number: **EOOPM4570P**

Signature

Authenticated by:

Signature:

Date:

Name:

Employee ID:

Date: 12<sup>th</sup> July 2022.

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr Pravin Mhase** is currently working with our organization in the capacity of "Back office Executive".

During this period, he is found to be an Honest, Dedicated & Hardworking associate.

*For Cornerstone Automobiles.*



*Head- Human Resources*



**Sarjapura:** Opp. Gogadev Mandir, Ahmednagar - 414001.

**Rahata Branch:** Survey No. 1582, Opp. Sairaje Hero Showroom,  
Shirdi Road, Sakuri, Rahata - 423107.

**Beed Branch:** Near Old R.T.D., Barshi Naka, Beed - 431122.

**Sangamner Branch:** Sangamner Loni Road, Sangamner,  
Sangamner - 422805.





Emp Code – 754037

Date – 04<sup>th</sup> April, 2023

Shreya Rajendra Landge  
House No : 176,  
Rukamani Building  
Opposite Gaikwad Fabrication,  
Dattawadi,  
Pune - 411030  
Maharashtra

Sub: Appointment on Fixed Term Contract Basis

Dear Ms. Shreya Rajendra Landge

We hereby appoint you as **Executive - Commercial** on the following terms and conditions:

- 1. Term of Engagement:** Your assignment shall be for a period of **12 months** commencing from 04<sup>th</sup> April, 2023 to 03<sup>rd</sup> April, 2024. This assignment is for project requirement during this period. This Contract will automatically cease on the expiry of the project or on termination of the contract before the expiry date of the said Contract. This agreement shall not be extended unless warranted and the same shall be extended only in writing.
- 2. Posting:** You will be initially posted at **Pune office** and you shall report to **Certification Manager - Pune**. You are liable to be posted anywhere in India on the basis of exigencies of work without any change in service conditions. You shall accept the said posting forthwith.
- 3. Termination:** Except as otherwise provided herein, this assignment can be terminated without cause by either party, by giving a written notice of such termination at least **30 days** prior to the date of such termination or payment of compensation in lieu of the shortfall in notice.

It is further understood and agreed that this assignment may be terminated by the company immediately for any cause, including, but not limited to your violating the provisions of this contract or omission or commission which is enforceable in the court of law or involves any breach of law in India or is guilty of misconduct or negligence in the judgment of the company

Bureau Veritas (India) Private Limited  
Regd. Office: 72 Business Park  
Ground Floor, Marol Industrial Area,  
MIDC, Cross Road 'C', Andheri (East),  
Mumbai-400093, India

Tel: +91 22 62742000  
Fax: +91 22 62742221  
bvia@bureauveritas.com  
www.bureauveritas.co.in  
CIN: U74210MH2001PTC134262

Branches: Ahmedabad, Bangalore,  
Baroda, Bhopal, Chennai, Coimbatore,  
Goa, Hubli, Hyderabad, Indore, Jaipur,  
Kandla, Kochi, Kolkata, Ludhiana,  
Nagpur, Nashik, New Delhi, Pune,  
Rajpur, Surat, Trichy & Visakhapatnam

Page 1 of 5





20. Other Provisions:

- a) **Entire Agreement:** This assignment is one and indivisible and can be modified only by a written agreement signed by the parties.
- b) **Governing Law:** This Assignment is governed by and is to be construed in accordance with the laws of India, and shall be subject to jurisdiction of Courts in Mumbai, Maharashtra.
- c) **Notice:** Any notice required to be given hereunder shall be deemed to have been sufficiently given when served personally or when sent by Registered Mail, or Email addressed to the parties at the addresses set forth in this agreement or such other address as has been designated by written notice.
- d) **Severability:** If any provision of this contract is held to be invalid for any reason, the remaining provisions shall continue to be valid and enforceable.
- e) **No Waiver:** The failure of either party to enforce any provisions of this contract will not be a waiver or limitation of that party's right to subsequently enforce that provision or any other provision hereof.
- f) **Captions:** The captions in this assignment are for descriptive purposes only.
- g) **Binding Effect:** This contract is binding on the parties hereto.

You are requested to make a careful note of the various terms and conditions of your assignment, which will be binding on you and the company. The company may come out with new rules and regulations from time to time and the same shall have a binding effect upon you.

Kindly return to us the enclosed duplicate copy of this letter duly signed by you in token of your confirmation and acceptance of the above terms and conditions.

Wishing you the best in the discharge of your responsibilities.

Yours faithfully,

For BUREAU VERITAS INDIA PVT LTD

Lavina Das  
Director – Human Resources – CIF  
South Asia Operating Region

Enclosure:

1. Annexure - Statement of compensation
2. Job Description

I hereby accept the above mentioned terms and conditions of the assignment, which have been carefully read and fully understood by me. The original of this letter has been received by me.

Name: SHREYA RAJENDRA LANDGE

Signature:

Date:

17/04/2023



# Reliance SMSL Limited

Ref: HR/FEB/22/KT/60332357/1001128480

Date: 13.02.2022

Shubham Deshapande  
State: Maharashtra

## Offer cum Appointment Letter

Dear Shubham Deshapande,

This is with reference to your application and subsequent Test and Interviews you had with us.

We are pleased to appoint you as Customer Acquisition Officer in the employment of the company.

Your Employment shall be for a Fixed Term commencing from 10.03.2022 and shall automatically end on 10.03.2023.

Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as Associate Trainee in Grade KT and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.

You will receive an Annual Gross Compensation (including Basic and allowances) of Rs.169764.00 /- One Lakh Sixty Nine Thousand Seven Hundred Sixty Four Rupees /- per annum as below:

	Rs. per month
Basic	8488
HRA	5659
Conveyance Allowance	0.00
Monthly Gross	14147
Annual Gross	169764

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.

The tenure of your employment shall be subject to requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of project with the client. Upon your joining, the terms and conditions in this letter shall form your appointment letter and terms of appointment as mentioned in Annexure I.

Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)  
CIN: U74999MH2007PLC167704



Registered Office: 3rd Floor, Court House, Lakmonya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800



# Reliance SMSL Limited

Yours faithfully,  
For Reliance SMSL Limited



Authorized Signatory

Signature of the Employee: \_\_\_\_\_

Encl:

1. Terms and Conditions of Employment - Annexure - I
2. List of Documents - Annexure - II



Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)  
CIN: U74899MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800



Date : 13-Jul-2021  
RRF.No : iprocess4850

To

**VISHAL RAJENDRA JOSHI,**

Plot no 135 Manoday, Near Shivaji Mangal Karyalaya, Kedgaon  
Ahmednagar Maharashtra  
414001 India

Letter of Offer

Dear **VISHAL RAJENDRA JOSHI,**

With reference to your interview and online documentations submitted for seeking employment with the organization, we are pleased to offer you the post of **SR. EXECUTIVE** at **GRADE-10** with **I-Process Services (India) Private Limited**.

Your total emoluments shall be as per Annexure attached hereto and your date of joining shall be **14-Jul-2021**

You will report at our following client work location:

**ICICI Bank Limited, ICICI BANK LTD, A Wing Amber Plaza Building , Opp Yashwantrao Sahakar Sabharuh , Near Old ST Stand, Ahmednagar -414001 Maharashtra**

A detailed letter of appointment shall be issued to you upon your joining subject to verification of your references and other details provided by you. This letter of offer is issued to you based on the representations made by you and this offer of appointment / subsequent appointment is subject to:

- Satisfactory results of verifications and reference checks to be carried out by us. In case the Company considers that your verification / reference checks are not up to the desired level, the letter of offer / subsequent appointment letter shall automatically stands withdrawn and, even if you have joined duty, your services shall be terminated with immediate effect without any compensation notice or salary in lieu thereof.
- If you fail to join on the date specified hereinabove, **the offer shall stand withdrawn.**

You are requested to give your acceptance online to this offer letter accordingly.

For I-Process Services (India) Private Limited

Authorized Signatory



Date: Mar 23, 2023  
Offer No : QS3029441

**DEEPANJALI SHELAR**  
DATT GALLI AT, POST MIRAJGAON, KARJAT, MIRAJGAON, AHMADNAGAR, MH  
414401  
PUNE 414401  
MAHARASHTRA

**FIXED TERM EMPLOYMENT CONTRACT**

Dear **DEEPANJALI SHELAR**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

**DEPUTATION:**

You are deputed to Client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from MAR 27, 2023 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

**TENURE:**

The term of your Contract shall be valid from MAR 27, 2023 to OCT 31, 2023.

**COTERMINOUS:**

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for



*Quess Confidential*  
This is a system generated letter

Offer No : QS3029441

Page 1

**QUESS Corp Ltd**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India  
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



**TO CHECK IF YOUR OFFER LETTER IS GENUINE.**  
Open the camera on your smart phone and scan.

which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

**LOCATION:**

You are required to work at client's location at PUNE.

**POSITION:**

You are appointed as CONTRACT EMPLOYEE.

**REMUNERATION:**

The details of your salary break up with components are as per the enclosure attached herewith.

**EXTENSION:**

Unless otherwise notified to you in writing this contract of employment would be valid OCT 31, 2023 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

**WORKING HOURS:**

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

**TERMINATION & SUSPENSION:**

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Offer No : QS3029441



Page 2

**QUESS Corp Ltd**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India  
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



**TO CHECK IF YOUR OFFER LETTER IS GENUINE.**

Open the camera on your smart phone and scan.



**नारयण हेल्थ सिस्टम्स**

आपका भार नहीं : आपका साथ हमारे



NAME : SHIRSATH VISHAL N.

DESIGNATION : OFFICE ADMN

EMPLOYEE ID : 682

BLOOD GROUP :

DATE OF BIRTH : 29/09/1997

AUTH SIGN



**2020-2021**

**5.2.1  
2020-2021**



- NAAC Accredited "A" Grade Institute.
- Best Institute Award by Savitribai Phule Pune University, Pune.
- Recognized U/S 2 (f) & 12 (B) of UGC Act 1956, New Delhi.
- Approved by AICTE, New Delhi.
- Permanently Affiliated to the Savitribai Phule Pune University, Pune.
- Recipient of the 21<sup>st</sup> Dewang Mehta B School Award for the Educational Leadership 2013.



Vadgaon Gupta(Vilad Ghat), PO MIDC, Ahmednagar-414111(Maharashtra), India. Tel.: (0) 0241 - 2779558, (D) 0241 - 2777899  
 Telefax: 0241 - 2777682 Email: directoribmr@gmail.com Web: www.ibmr.org

### Criteria Student Support and Progression

Key Indicator- 5.2 -Student Progression

NAAC Criteria Metric No: 5.2.1.1

5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years

Year	Name of student placed	Program Graduated from	Name of the Employer	Package (In INR Per annum)
2020-2021	Mr. Yash Dhirde	MBA	Flares Solar PV System	1.44 LPA
2020-2021	Miss Sanskruti Salve	MBA	Teamlease Services Ltd	1.73 LPA
2020-2021	Mr. Subham Kale	MBA	Quess Corp Ltd	1.78 LPA
2020-2021	Mr. Sagar Kulkarni	MBA	IDFC First Bharat	2.06 LPA
2020-2021	Mr. Amol Shinde	MCA	Cybage Software P.Ltd	12.78 LPA
2020-2021	Miss Neelam Pandharkar	MCA	Aurus Tech P.Ltd	2.75 LPA
2020-2021	Mr. Fiza Arif Sayyed	MCA	Retailware Softech P.Ltd	1.00 LPA
2020-2021	Mr. Shahrukh Pathan	MCA	Retailware Softech P.Ltd	0.90 LPA
2020-2021	Miss Rohini Sakane	MCA	Retailware Softech P.Ltd	0.90 LPA
2020-2021	Miss Vaishnavi Phirkoj	MCA	Retailware Softech P.Ltd	0.90 LPA
2020-2021	Mr. Rushikesh Pathare	MCA	Retailware Softech P.Ltd	0.90 LPA
2020-2021	Mr. Abhijeet Warade	MCA	Retailware Softech P.Ltd	0.90 LPA



Inspiring Minds Since 1986



DR.VITHALRAO VIKHE PATIL FOUNDATION'S

## INSTITUTE OF BUSINESS MANAGEMENT & RURAL DEVELOPMENT

- NAAC Accredited "A" Grade Institute.
- Best Institute Award by Savitribai Phule Pune University, Pune.
- Recognized U/S 2 (f) & 12 (B) of UGC Act 1956, New Delhi.
- Approved by AICTE, New Delhi.
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Telefax: 0241 - 2777682 Email: directoribmr@gmail.com Web: www.ibmr.org



2020-2021	Mr. Nilesh Rajpurohit	MCA	Retailware Softech P.Ltd	0.90 LPA
2020-2021	Mr. Saurabh Jagtap	MCA	Tech Mahindra Ltd	2.05 LPA
2020-2021	Mr. Kunal Gholap	MCA	Klassic wheels ltd	2.73 LPA
2020-2021	Miss Manish Mankar	MCA	Prompt Personal P.Ltd	2.04 LPA
2020-2021	Mr. Pravin Changlani	MCA	VNMT Solution P.Ltd	3.24 LPA
2020-2021	Mr. Ashok Khobare	MCA	Gridiogics Technology P.Ltd	1.00 LPA
2020-2021	Miss Nikita Bhagwani	MCA	Centrallogic Consultancy P.Ltd	2.16 LPA
2020-2021	Miss Ashwini Kapase	MBA	Om Traders , Ashit Beed	1.80 LPA
2020-2021	Mr. Deepak Kashayap	MBA	Om Traders , Ashit Beed	1.80 LPA
2020-2021	Mr. Partik Katare	MBA	Om Traders , Ashit Beed	1.80 LPA
2020-2021	Mr. Onkar Kawade	MBA	Om Traders , Ashit Beed	1.80 LPA
2020-2021	Mr. Suraj Karbhal	MBA	Om Traders , Ashit Beed	1.80 LPA
2020-2021	Miss Kirti Kale	MBA	Om Traders , Ashit Beed	1.80 LPA
2020-2021	Mr. Sachin Kale	MBA	Om Traders , Ashit Beed	1.80 LPA
2020-2021	Mr. Pranv Joshi	MBA	Om Traders , Ashit Beed	1.80 LPA



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**INSTITUTE OF BUSINESS MANAGEMENT & RURAL DEVELOPMENT**



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Telefax: 0241 - 2777682 Email: directoribmr@gmail.com Web: www.ibmr.org

2020-2021	Miss Madhavi Joshi	<b>MBA</b>	Om Traders , Ashit Beed	1.80 LPA
2020-2021	Mr. Abhijeet Joshi	<b>MCA</b>	Aishwa Info Services	6.00 LPA
2020-2021	Mr. Amol Kaswane	<b>MCA</b>	Pharoscion	3.00 LPA
2020-2021	Mr. Bimrao Bhandwalkar	<b>MCA</b>	ITC Infotech	300. LPA
2020-2021	Mr. Kalyan Kute	<b>MCA</b>	Rein Solutions	3.00 LPA

*Sanjay Dharmadhikari*  
**Dr. Sanjay Dharmadhikari**  
Director, IBMRD



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**JIBRA POWER SYSTEMS PVT. LTD.**

Authorized Dealer for Diesel Generator, UPS, Inverter and Services - Greaves Cotton Ltd.  
Plot No. 14 & 15, Sai Industrial Estate, Mumbai Highway, Waluj MIDC, Aurangabad - 431 136

www.jibrasystems.com | Call-9762046444, 9822427271, 7588006969 | Email:sales@jibrasystems.com



Ref : Empl/Mar21/152

Date- 22<sup>nd</sup> Mar 2021

To,  
Mr. Vishal Avhad  
Bhutkarwadi, Savedi,  
Ahmednagar

SUB : Offer Letter for the Position of "Executive – Business Development".

Dear Mr. Vishal,

**CONGRATULATIONS !!!**

Thank You very Much for your Participation in the Campus Interview on 19<sup>th</sup> Mar 2021 at Vikhe Patil College, Ahmednagar. After rigorous round of Sessions and the Selection Procedure, our Management Panel shortlisted you for the Joining of Our Organization.

We are Offering you a very Exciting Role of developing New Business Areas in the Organization which is mainly focus to Generator Sales & Marketing in our Territory. Accordingly, Your Designation will be "Executive – Business Development". You have to closely work with the Team and Senior as well as Junior Management of JIBRA and associated Principal Companies.

Although Your Experience is not related to Our Technical Field, we noticed a Good Potential & Spark in your personality which can be Nurtured as a Great Leadership in Future.

We are Offering you Annual CTC Package of Fixed Salary Rs. 1,50,000 /- and Considering applicable Incentive Package it can go beyond Rs. 2,50,000 /- and above. Conveyance Allowance + TA + DA + communication Allowance are applicable as per Company Policy.

There is no Bar of Incentive for Best Performing Candidate and we believe in Pay for Performance System.

This is initial Offer Letter of Talent Search and we request you to please visit our Corporate Office for any more details and information.

Once Again Congratulations and Thank You.

Thanks & Regards,



Chandrakant Jiwade  
Director – JIBRA GROUP



Plot No. – 14 & 15, Sai Industrial Estate, Mumbai Highway, Waluj MIDC, Aurangabad – 431 136  
Contact us : jibrasystems@gmail.com, +91 7588006969, 9762046444, Visit : www.jibrasystems.com



**JIBRA POWER SYSTEMS PVT. LTD.**

Authorized Dealer of Diesel Generator, Inverter and Services Greaves Cotton Ltd.  
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www.jibrasystems.com | Call-9762046444, 9822427271, 7508006969 | Email:salespower@jibrasystems.com



Ref : Empl/Mar21/151

Date- 22<sup>nd</sup> Mar 2021

To,  
Mr. Rohan Sagalgile  
Sarasnagar, Behind Puna BusStand,  
Ahmednagar

SUB : Offer Letter for the Position of "Sr. Executive – Business Development".

Dear Mr. Rohan,

**CONGRATULATIONS !!!**

Thank You very Much for your Participation in the Campus Interview on 19<sup>th</sup> Mar 2021 at Vikhe Patil College, Ahmednagar. After rigorous round of Sessions and the Selection Procedure, our Management Panel shortlisted you for the Joining of Our Organization.

We are Offering you a very Exciting Role of developing New Business Areas in the Organization which is mainly focus to Generator Sales & Marketing in our Territory. Accordingly, Your Designation will be "Sr. Executive – Business Development". You have to closely work with the Team and Senior as well as Junior Management of JIBRA and associated Principal Companies.

Although Your Experience is not related to Our Technical Field, we noticed a Good Potential & Spark in your personality which can be Nurtured as a Great Leadership in Future.

We are Offering you Annual CTC Package of Fixed Salary Rs. 1,80,000 /- and Considering applicable Incentive Package it can go beyond Rs. 3,00,000 /- and above. Conveyance Allowance + TA + DA + communication Allowance are applicable as per Company Policy.

There is no Bar of Incentive for Best Performing Candidate and we believe in Pay for Performance System.

This is initial Offer Letter of Talent Search and we request you to please visit our Corporate Office for any more details and information.

Once Again Congratulations and Thank You.

Thanks & Regards,



Chandrakant Jiwade  
Director – JIBRA GROUP



Plot No. – 14 & 15, Sai Industrial Estate, Mumbai Highway, Waluj MIDC, Aurangabad – 431 136  
Contact us : jibrasystems@gmail.com, +91 7588006969, 9762046444, Visit : www.jibrasystems.com

# APPOINTMENT LETTER



*A step towards saving Environment*

Date: 19 March 2021

To,  
Dhirde Yash Rajendra,  
Agarkar Mala, Railway Station Road,  
Ahmednagar, MH

Dear Dhirde Yash Rajendra,

**Flares- Solar PV Systems** is excited to bring you on board as **Business Development Associate** on the basis of the interview conducted on 19<sup>th</sup> March, 2021.

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with Flares- Solar PV Systems.

Flares- Solar PV Systems is offering a job and position for you as a Business Development Associate starting on 29<sup>th</sup> March 2021 at Ahmednagar. Expected hours of work are 6 days a week and 8 hours a day. In this position, Flares- Solar PV Systems is offering to start you at a pay rate of Rs. 1,20,000 per annum for first 3 month which will be considered as Probation Period. After that Salary of Rs. 1,44,000 per annum depending on performance will be increased. You will be paid on a monthly basis, starting 29<sup>th</sup> March 2021. In case required a leave, Company should be told 1 day prior and amount of that will deducted from the salary.

As part of your compensation, we're also offering travel bill expenses happened during your period of working. Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.

You shall not work with any other company either full time or part time in a capacity that would create a conflict of interest with the company while working with us & nor shall you work or be associated with any other Solar

[www.flaressolar.com](http://www.flaressolar.com)  
Bishop Lloyd Colony, Near Maccare Hospital, Savedi, Ahmednagar, MH - 414003



Date: Sep 11, 2021  
Offer No : QS2315342

9730373022

SHUBHAM RAJU KALE  
AHMEDNAGAR  
AHMEDNAGAR  
MAHARASHTRA

**FIXED TERM EMPLOYMENT CONTRACT**

Dear SHUBHAM RAJU KALE

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

**DEPUTATION:**

You are deputed to Samsung ND Partner under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 13, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

**TENURE:**

The term of your Contract shall be valid from SEP 13, 2021 to NOV 30, 2021.

**COTERMINOUS:**

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

**LOCATION:**

*SRKale*

*Ikyo Confidential*

Offer No : QS2315342

Page 1

This is a system generated letter

**QUESS Corp Limited (Formerly IKYA Human Capital Solutions)**  
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India  
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



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Open the camera on your smart phone and scan.



7741828281

March 20, 2021

Employee Name: Sagar Vishwambhar Kulkarni

Employee Code: 903000

Dear Sagar Vishwambhar Kulkarni,

We are pleased to extend this letter of appointment ("letter") to you as "Officer C" at IDFC FIRST Bharat Limited (the "Company"). You are expected to join on or before April 1, 2021 basis the agreement. The position is currently based at MBL - Ahmednagar Location. Your annual compensation (CTC - All inclusive) will be CTC INR 206,491.

Your appointment is subject to your abiding to, in letter and spirit,

- Terms & Conditions [Annexure-1]
- Compensation Details [Annexure-2]
- Code of Conduct [Annexure-3] and
- Code of Conduct for Prohibition of Insider Trading [Annexure-4]

This appointment is subject to you being medically fit to perform your role effectively. It is also subject to verification, as per the norms of the company, of information and particulars submitted by you, including but not limited to Authorization / Undertaking / Declaration Form.

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not share information regarding the same with anyone.

Congratulations on your appointment. We wish you a successful association with IDFC FIRST Bharat Limited.

Thank You

For IDFC FIRST Bharat Limited

Signature Not Verified

Digitally signed by JERRY JOSE P  
Date: 2021.03.20 10:00:47 +05:30  
Reason: Letter**Name & Designation of the Authorized Signatory**

I, Sagar Vishwambhar Kulkarni acknowledge that I have read, understood and accept the above along with the Terms and Conditions in Annexure 1, 2, 3 and 4 in its entirety and agree to abide by it and confirm / certify the following:

- Date of Joining the Company:
- PAN number:
- Email ID:

Signature:

Date:

IDFC FIRST Bharat Limited

(Formerly IDFC Bharat Limited), Business correspondent of IDFC FIRST Bank

Registered Office: SAN Complex, No. 4, Williams Road, Cantonment, Tiruchirappalli 620 001. Tel: +91 431 4500000 Fax: +91 431 2750393.

CIN: U65929TN2003PLC090856 Email: sampark@idfcfirstbharat.com Website: www.idfcfirstbharat.com



8087448384



Date: November 19, 2021

Letter of Offer

Dear Amol Shinde,

Further to your interview dated November 19, 2021, we are pleased to offer you the position of **Sr. Software Engineer** in our organization.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

On joining, you will be subject to the employee policies and practices of Cybage Software Private Limited. A summary of the present policies is included as Annexure-2 to this offer letter for your reference. Also refer Annexure-3 for the list of documents to be submitted at the time of your joining.

You are required to join duties with effect from **November 22, 2021** at our **Pune** office for this offer to be valid.

You would be eligible for the appraisal in **April 2022**.

Kindly report at the following address, at 9:15 a.m. on your date of joining –

Cybage Software Pvt. Ltd.  
Cybage Towers, Kalyani Nagar,  
Behind Gold Adlabs,  
Pune, India.

Cybage may defer and/or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

We look forward to your joining Cybage at the earliest and wish you a successful career with us.

Thanking you,

Sincerely,  
For Cybage Software Pvt. Ltd.

Tina Rastogi  
Vice President - Human Capital Management



---

Cybage Software Pvt. Ltd.

(An ISO 27001 Company)

Survey No 13A/1+2+3/1 Waggaon Sheri, Pune 411014, INDIA. Tel: +91-20-66044700. Fax: +91-2065041701

[www.cybage.com](http://www.cybage.com)



9096057810



WINSOFT TECHNOLOGIES INDIA PVT. LTD.

REGD. OFFICE: 521, CORPORATE OFFICE BUILDING,  
ABOVE SHOPPERS STOP, NIRMAL LIFESTYLE, L.B.S.  
ROAD, MULUND (W), MUMBAI 400 080

Winsoft/HR/Offer/21-22/130

**Oct 13, 2021**

**Ms. Gita Shinde**  
**Bet Kopargaon**  
**Kopargaon, Ahmednagar - 423601**

**Subject: Offer for the Position of "Associate - Software Developer"**

Dear Gita,

We are pleased to offer you the position of "Associate - Software Developer" in our organization as per the following details:

**Date of Joining** : **On Oct 19, 2021**  
This offer stands valid till mentioned date of joining ONLY.

**Joining Location** : **Pune**

**Grade** : **S-4**

**Salary** : **Your CTC will be Rs.2,09,000/- (Two Lakhs Nine Thousand Only) per annum.**

Your employment with us will be subject to receiving all the documents as per **Annexure - A**.

This offer is valid on the afore stated joining date & subject to the submission of the accepted copy of the resignation letter of the current organization.

Please sign the duplicate copy of this letter as a token of your acceptance. On joining the Company, you will be issued an appointment letter explaining the terms and conditions & bond agreement copy to sign.

We welcome your decision of joining Winsoft, and I am sure that we will enjoy a mutually rewarding association.

**For Winsoft Technologies India Pvt. Ltd**      **I accept the above terms and conditions**

**Ajit Bhansali**  
**Director**



**Signature of the Candidate**



12<sup>th</sup> November 2021

Neelam Pandharkar



8793731996

Subject: Intent of Offer for Employment

Dear Neelam,

We are pleased to offer you an employment at the post of "Quality Analyst" in our Company -Aurus Tech Pvt. Ltd. (the "Company").

Once you are part of the team, the Company management will initially provide a period of indoctrination training to familiarize you with the Company's procedures and processes.

We offer you this employment on the following terms and conditions:

- Date of Joining:** 15<sup>th</sup> November 2021 earlier except if otherwise extended by the Company and communicated to you in writing. Please submit all the documents mentioned in **Annexure A** at the time of joining.  
  
On the day of joining, please come to the work location mentioned above at 10:30am. Human Resources department will be very happy to walk you through our facility, familiarizing you with our work culture, guide you through our work environment and introduce you to your team.
- Trial/ Probation Period: (12 months)** At the discretion of the Company, the probation period may be extended, if it is found that the services provided by you are not satisfactory.
- Location:** You will be based in Nigdi. However, depending upon the company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
- Remuneration:** Your Annual Cost to Company shall be **2,75,000/-p.a** subject to applicable statutory deductions. A detailed break up of your salary structure is provided in **Annexure B**.
- Working Hours and Leave:** The normal working days will be [five (5) days] a week. You may be required to work more than or outside normal working days as necessary to perform your duties and responsibilities. The salary payable to you hereunder is an adequate compensation in case you are required to work for any additional hours, and you shall not be entitled to any additional payment in this regard. You will be entitled to a certain amount of paid leave annually as per the prevalent policies of the Company.
- Confidentiality:** The contents of this Offer Letter are strictly confidential to the Company and the Company treats the contents of this Offer Letter as its confidential information. Irrespective of whether or not you accept this offer, you shall at all times maintain absolute confidentiality of the content of this offer as well as any information which was disclosed to you pursuant to your discussions with the



**Aurus, Inc, USA**

1 Edgewater Drive, Suite # 200, Norwood,  
MA 02062

Phone # (+1) 781 688 1575,

Fax # (+1) 508 507 3339

[www.aurusinc.com](http://www.aurusinc.com)

**Aurus Tech Pvt Ltd, India**

CIN - U72900PN2008PTC132194

Nigdi - Plot G-2, Sector 26, Pradhikaran, Pune, MH -411044

Phone # (+91) 20 27655062

Hinjewadi - Plot-29, MIDC IT/ ITES-SEZ, Rajiv Gandhi  
Infotech Park, Hinjewadi Phase 3, Pune 411057

9518914767

October 25, 2021

Ms. Fiza Arif Sayyed  
Ahmednagar.



Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**

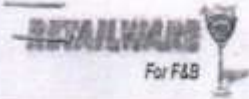
Dear Ms.Fiza,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs.10,000/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet(whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.



8149353792



217, Lotus Court, Hotel Panchmi Junction, Satara Rd, Pune 37. Tel: +91-20-24220120, E-mail: [accounts@retailware.info](mailto:accounts@retailware.info)

[www.retailware.in](http://www.retailware.in)

October 25, 2021

Mr. Shahrukh Pathan  
Ahmednagar



Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**

Dear Mr. Shahrukh,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs. 7,500/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet (whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.



October 25, 2021

Ms. Rohini Rajendra Sakane  
Ahmednagar.

Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**

Dear Ms.Rohini,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs.7,500/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet(whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.



October 25, 2021

Ms. Vaishnavi Phirkoj  
Ahmednagar.Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre  
With effect from 8<sup>th</sup> November, 2021**

Dear Ms. Vaishnavi,

With reference to the Interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs.7,500/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet (whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.



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October 25, 2021

Ms. Ishita Neeraj Gorwa  
Ahmednagar.

Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**

Dear Ms.Ishita,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs.7,500/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet (whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.



October 25, 2021

Mr. Rushikesh Ratnakar Pathare  
Ahmednagar.

Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**

Dear Mr. Rushikesh,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs.7,500/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet (whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.



October 25, 2021

**Mr. Abhijeet Sunil Warade**  
Ahmednagar.

Sub. : **Appointment as a Trainee Developer at our Ahmednagar centre**  
**With effect from 8<sup>th</sup> November, 2021**

Dear Abhijeet,

With reference to the interview you had with us, we have pleasure in appointing you as a **Trainee Developer** on following terms & conditions:

1. **Training & Probation period** – Training will be For 6 Months Guided by seniors & other Experts. You will be under probation for 3 months during which, based on your performance, you may be continued or terminated. Your probation period will be of 3 months.
2. During the course of training, you will carry our directions and instructions issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
3. **Salary** – For 6 Months your stipend will be **Rs.7,500/-** subject to statutory deductions as applicable
4. **Special Tenure Completion Reward** – You shall be eligible for a one time reward of **Rs. 45,000** on completion of 18 months of service with the company.
5. You will be expected to submit the following at the time of joining:
  - (1) Your original Graduation or post graduation certificate or marksheet (whichever is latest)
  - (2) 2 passport size photographs
  - (3) Aadhar card copy (front and back)
  - (4) You shall also submit a copy of your driving License if you possess one.
6. **Working Hours** – Morning 9.30 am to 6.00 pm
7. **Weekly off** – Sunday (or the weekly holiday at Client site, you are assigned).
8. **Holidays** – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
9. **Leave** –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
10. You will keep us informed about your Local/contact address whenever there is any change.
11. **Right to terminate agreement** –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.





February 10, 2021

**Mr. Nilesh Rajpurohit**  
**Ahmednagar****Sub. : Appointment as Trainee Developer**  
**With effect from 15 Feb, 2021**

Dear Nilesh,

With reference to the interview you had with us, we have pleasure in appointing you as a Trainee Developer on following terms & conditions:

1. Offer Validity – It is valid subject to your-
  - a) Submitting a bank guarantee of Rs.1,50,000/- (Rs.One Lac Fifty Thousand only) in favour of Retailware Softech Pvt. Ltd. **OR**
  - b) Submitting your Original Certificate (Last Passed Out) immediately **OR**
  - c) Keeping an interest free deposit of Rs.1,50,000/- (Rupees One Lac Fifty Thousand only) for a period of one & half year.
2. Training period – For 6 Months Guided by seniors & other Experts.
3. During the course of training, you will carry our directions and instruction issued to you by the company, its officers and representatives and diligently and faithfully carry out duties and obligations. The course and manner of your training will be decided solely by the company at its discretion, and you may be required to work at any site
4. Salary – For 6 Months your in hand salary will be Rs.5,000/-
5. Working Hours – Morning 9.30 am to 6.00 pm
6. Weekly off – Sunday (or the weekly holiday at Client site you are assigned too).
7. Holidays – You are entitled of 8 days paid holidays during the year, as announced by the company every year.
8. Leave –
  - a) No leave of any kind is permissible during the 6 months of training.
  - b) Earned Leave will be calculated at the rate of 1 day for every 12 days worked (These shall not include weekly & paid holidays).
9. You will keep us informed about your Local/contact address whenever there is any change.
10. Right to terminate agreement –
  - a) Any misconduct on your part.
  - b) Failed to carry out any of your duties & obligations.
  - c) Breach of any of the clause in this letter of offer.
11. During the term of your employment, you would access certain confidential Information of the company. You will agree not to use, communicate, reveal or otherwise make available such information for any purpose to any person.
12. You will be governed by all rules, regulations & policies of the company (Annex Attached)
13. You shall submit 3 Passport Size Photos



8668273434

**Tech  
Mahindra**

Tech Mahindra Limited  
Infocity, Hitech City Layout,  
Madhapur, Hyderabad 500081, India.  
Tel: +91 40 3063 6363  
Fax: +91 40 2311 7011

techmahindra.com  
connect@techmahindra.com  
Registered Office:  
Gateway Building, Apollo Bunder  
Mumbai 400 001, India.  
CIN L64200MH1986PLC041370

Ref: 842618/1954254/JTA

15-SEP-2021

Mr. Saurabh Radhakisan Jagtap  
Ahmednagar (Mah) - 414201  
Mobile: 8668273434

**Subject: Offer of Appointment**

Dear Mr. Saurabh Radhakisan Jagtap

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Jr. Software Engineer at Band 'U' and Sub Band 'U1' under JTA Scheme.**
2. You will be on probation for a period of **6 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement**" (ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 2,05,000 (Indian Rupees Two Lac Five Thousand Only)** Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following: -
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.



7875336749

Novelworks Softech Pvt Ltd

Dear Vedant Nandi :

It is our pleasure to confirm our offer of employment to you as a Junior Software Engineer at Novelworks Softech Pvt Ltd under the terms described below. In this position, you will report directly to Mr. Avinash Waghmare beginning August 9th, 2021 or sooner.

Your salary will be Rs. 1,80,000 per year. Paychecks are issued per month.

To confirm your acceptance of this offer of employment, please sign below

Vedant

2021-08-09

Vedant Nandi

Date

SL

V.V.N



9518712648



# Klassic Wheels Limited

(Formerly known as Klassic Wheels Private Limited)



Unit I : L-2, M.I.D.C. Area, Ahmednagar, Maharashtra, India 414111. Tel. : 0241-2779413  
Unit II : E7 & E8, M.I.D.C. Area, Ahmednagar, Maharashtra, India 414 111. Tel. : 0241-2779413  
Email : accounts@klassicwheels.com

KWL/2/JE/12349/2018

Date: 04 DEC 2018

To,  
Mr. Gholap Kunal Subhash,  
A/P - Burudgoan Road,  
Tal - Nagar, Dist - Ahmednagar,  
Pin - 414001  
Sub: - Appointment Letter

Dear Mr. Kunal,

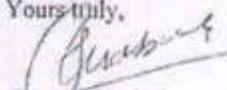
We are pleased to inform you that you have been selected as - Jr Engineer -IT Dept. "in our company as per following Terms and Conditions:-

1. Your training period will be for one year and will be effective from your date of joining.
2. During this training period, you will be paid a monthly salary of Rs.15,000/- per month. (CTC). You will not be entitled to any other allowances or monetary benefits during training.
3. You may be required to work in shifts as per the requirement of the company and any of the locations in India.
4. You will abide by the rules and regulations made by the Management from time to time and carry out the instructions given to you by the Management.
5. On successful completion of the training of which the Management will be the sole judge, you will be taken on Probation depending upon the requirement of the company and your performance during the training period. However, the Management will not be obliged to appoint you after your training period.
6. In case you wish to discontinue your services, you have to give one month notice in advance or one month stipend in lieu thereof to our HR Department for smooth functioning. Also even the Management can terminate your services by giving you one month notice or one month stipend in lieu thereof.
7. This offer is also subject to submission of educational certificates/employment work experience testimonials and other documents as required by the company and verification of all information provided by you to the satisfaction of the company.

Please sign the duplicate copy of this letter in token of having accepted the appointment on terms and conditions stipulated above.

We look forward for a long association with you.

Thanking you,  
Yours truly,

  
Jeevan Chabukswar  
Manager HR

Accepted the a foresaid conditions \_\_\_\_\_



RefNo : PRM/ADM/OFR 066

Date: 02/12/2020

To,

**MR. OMKAR BHAUSAHEB PANSARE**  
A/P - Ghulewadi, Tal : Sangamner,  
Dist : Ahmednagar , 422608  
Mob. No.- 7776073788 / 9579714768

Sub : Offer Letter

Dear Mr. Omkar,

- 1) We hereby offer you a placement with our company as an **Jr. Software Developer** based at **Ahmednagar** and conditions as mutually agreed upon at the time of interview. A formal letter of appointment will be issued to you after joining the company.
- 2) You will be paid a gross salary of **Rs. 1,44,000 /-** ( One Lakh Fourty Four Thousand Rs. Only) per annum which will comprise of your fixed salary and incentives both.
- 3) You are requested to report for joining at our **Ahmednagar** office at the earliest but not later than **10-12-2020**. In case you do not report by the stipulated date, it shall be presumed that you are not interested in the offer and the same shall stand withdrawn without any further reference to you.
- 4) At the time of joining please bring with you
  1. Your relieving letter from your previous employer.
  2. Your Educational Certificates.
  3. A salary certificate from your previous employer.
  4. Copy of Pan Card / Voter ID/ Aadhar Card.
  5. 4 Passport size Photo / 100 Rs. Bond.
- 5) Any information pertaining to your candidature declared by you at the time of joining or at a later stage if found to be fabricated, false, tampered or incorrect, will lead to dismissal from the services without any notice or compensation.

We look forward to a long term and mutually rewarding association with you, as a member of PRM family.

Please sign the duplicate copy of this letter and return it to us as token of your acceptance.

Authorized Signatory

*[Signature]*

PRM Soft Solution Pvt. Ltd.  
Belgaum



Candidate's Name & Signature

*[Signature]*

Accepted and agreed



9423590886

Company: Fiserv InfoTech Pvt Ltd.  
Mr/ Miss: Dhanshree Dhas  
City: Pune.  
Subject: Appointment Letter

Dear

Dhanshree Dhas.

We are pleased to Advise you of your Appointments as Web-DM w.e.f 12-10-2021 on the following

terms and Conditions:-

You will receive the following emolument per month.

Basic Salary: Rs 8000

HRA : Rs 1500

Medical: Rs 500

Total=Rs 10000 (Ten Thousand INR CTC)

Incentive Bonus as Applicable Follows :

GST Center : 5000 INR / Sale

GST (Rural,Urban, & District Frenchaisee)

Commission : 7000 INR / Sale (for Web-DM Only)

Above 10 Center/Region Qualified for 10000 INR.

- 1 - Your Job has been Classified as under Management Grade : Web-DM (Unit Head )
- 2 - Ratio of Fresh Qualified Data is 10:60/day Essential Qualified Data Given by the Web-DM /Day to Day (DM Responsibility)
- 3 - Avoid Cold Data/ Reuse Data/ Black Data on the Floor is not Acceptable.
- 4 - You will be on probation for 6 months from the date of joining the company, while on probation you will be required to give 15 days notice or payment of 15 days gross salary in lieu of a notice of your intent to leave the company's service.
- 5 - After confirmation the company or yourself may terminate your employment on giving one calendar month notice or payment of one month gross salary in lieu thereof. You will be eligible for 10 days sick and casual leave on successful completion of your probation periods.
- 6 - You will be eligible for the following facilities on the completion of one year's service.  
Web - DM HOD directly assigned by the Authorities.  
You will prefer all such job as assigned to you to the satisfaction of the management. It s also a condition of your employment that you will serve the company at any place designated by the company.
- 7 - Your terms of employment will be governed by the company rules as in force from time to time which may change at the discretion of the management.
- 8 - Working Hour's should be 9am to 6pm/ day format ( 1 Hr Lunch Break )



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Corporate & Registered Office: 612/615, Palm Spring Centre  
MindSpace, New Link Road, Malad (W), Mumbai 400 064  
Tel No.: +91-022-40549797, Fax No.: 40549700  
www.promptpersonnel.com



Date: 04-11-2020

To,  
Manish Shivdas Mankar,

Subject: Offer Letter

Dear Manish Shivdas Mankar,

We have pleasure in informing you that you have been selected "Technical Support Executive" of our Client Place "Tata Communications Ltd". Salary Offered to you is Rs: 17065/- CTC. Your Salary Structure shall be as per Annexure A.

You should join duty on **06-Nov-2020** at **Tata Communications Ltd**. Please note that if you fail to join on this date without prior intimation, the management reserves the right to cancel this offer letter. This employment is purely contract base with starting from **06-11-2020** for next one year, your contract will be ended on **05-11-2021**, the same can be extended further based on tata.com business requirement.

Based on company requirement a Background Verification Check will be carried out within the first month from joining. Depending upon the result of the Background Verification Check your services with **Tata Communications Ltd** will continue. If the Background Verification Check result is found "Negative", your services will be terminated with immediate effect. You will be paid the salary for the days you have worked, but no notice period will be offered.

Your employment may be terminated by the company either by giving 30 days of written notice or salary in lieu of notice without assigning any reason whatsoever. Similarly you may also terminate the service by giving One Month written notice or by depositing or adjusting your One Month salary in lieu of notice. Other all Term & conditions of employment will be mentioned in Your Appointment letter.

We expect you to contribute towards the long-term growth of the company.

Following Documents will be required Before your Joining date

1. Resume copy
2. Latest passport size photographs.
3. I.D. Proof (Driving License or Passport or Election ID)
4. Residence proof (Ration Card or Sale/Lease Agreement Copy or Passport or Driving License)
5. Copies of Educational Certificate/Mark sheets (10<sup>th</sup>, 12<sup>th</sup>, Final Year)
6. Copy of previous Employment Certificate, i.e. (Work Experience letter or Relieving letter or Salary Slip if any)
7. Cancelled Cheque/ Passbook of your savings bank account.
8. Pan Card & Aadhaar Card (Mandatory)
9. Joining Kit Forms (Form 1, Form 2, Form 3 and Prompt Joining Form)

For, PROMPT PERSONNEL PVT.LTD

Authorized Signatory





## MUTHOOT FINANCE LIMITED

The Muthoot Group, M. G. George Muthoot Towers, Alaknanda, New Delhi-110019  
Ph : 011 46697777 , Website : www.muthootgroup.com

Employee Code: DM40693

Date: 16/05/2022

Mr. Sagar Vishwambhar Kulkarni  
ROW HOUSE NO.30, SATARA PARISAR,,  
NEAR DESHMUKH HOSPITAL , DARSHAN VIHAR,,  
AURANGABAD , MAHARASHTRA , 431010.

### Sub: - LETTER OF APPOINTMENT

Dear Mr. Sagar,

With reference to your application dated 07/04/2022, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 16/05/2022 on the following terms and conditions:

1. You shall be initially on probation for a period of One (1) year, which may be extended for such further period(s), as the Organization may in its sole and absolute discretion, deem fit and proper. You shall not be deemed to be confirmed in the services of the Organization after the completion of the said probationary period or the extended probationary period, unless you are specifically informed in writing to that effect by the Organization. During the probationary period, your services can be terminated at any time, without assigning any reason. However, you can also leave the employment by serving one month notice or by paying one month salary in lieu of said notice.

2. You will be paid a monthly consideration of Salary Defined below during your probationary period and the said salary / pay shall be inclusive of Basic Pay, Dearness Allowance and Special Allowance. Please take note that the Performance Allowance is a special allowance and the management has the right to withdraw the Performance Allowance without notice in case you are not performing well according to the expectations of the management. During the probationary period, you shall not be entitled to any other allowance, pay or cash benefit or any other privileges or benefits.

Gross Monthly Salary: Ra.15000 (Fifteen Thousand Only)

Detailed Salary break up is attached as annexure.

3. If you successfully complete the probationary period or the extended probationary period then on confirmation of your placement by an order in writing, you may be placed in such regular salary / pay scale as the organization deems fit and thereafter alone you shall be entitled to such other benefits as are ordered to be granted to you by the organization, subject to satisfactory job performance, conduct, etc., and no benefit thereof shall accrue as of right.

4. While in the employment of our organization, you shall not accept any other employment whatsoever either for remuneration or otherwise, nor shall you directly or indirectly engage yourself in any trade, business or occupation whatsoever and shall devote your full time and energy in discharging your duties faithfully, sincerely, efficiently and diligently and to the best of your ability and make best efforts to use your knowledge and skill in the continuation and development of our organization's business and activities.

5. You will work in the Section /Department/Branch, wherever you are placed and will do so to the satisfaction of the organization and as directed given to you from time to time, by your superiors. You shall also work extra time and on days of weekly / paid holidays for the organization, whenever called upon to do so.

6. Your services shall be liable to be transferred from one post to another, from one job to another, from one Department to another or to any of the organization's Branches, Offices, or workplaces or sites which are situated in India, whether at present they are in existence or not or to such Branches or offices or workplaces or sites which may be opened in future.

7. Your appointment shall be subject to your being declared medically fit by the Medical Practitioner specified by the organization. In the event of your being declared medically unfit, your appointment shall stand nullified as if you were never in the employment of the organization.

8. You shall not take any papers, books, computer software, materials, documents or any other property of the organization out of the work premises, nor shall you in any way at any time disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, trade/ business secrets / customer information / product details / schemes / employee information, or information relating to or of the organization or its business or otherwise, whether the same may be confided in you or become known to you in the course of your placement or otherwise, not only during your placement, but even after you cease to be in the placement of our organization. You shall be responsible for and shall take proper care of all books, computer software, materials, documents or any other property, etc., generally and specifically entrusted to you. In case you are found involved in leakage of information / fraudulent act / unlawful activity or misconduct aforesaid Legal action will be taken against you besides termination of services and recovery of loss assessed by the company.





9. During your employment with the organization, you shall be subject to such rules and regulations and the employee code of conduct as are made by the organization from time to time at its discretion, whether they are individually notified to you or not.

10. If you remain absent without sanctioned leave or overstay the leave originally granted or subsequently extended, you shall loose ten on the post held by you automatically, unless; you return within 8 days of the commencement of the absence or expiry of the sanctioned leave as the case may be, and explain to the satisfaction of the Management, in writing, the reasons of the unauthorized absence and inability to return on the expiry of the leave already sanctioned, as the case may be.

11. If at any time, it is found that you had at the time of appointment given false information regarding your name, age, parentage, qualification, previous experience, state of health or any other personal information, knowing it to be false; or had knowingly suppressed any such or other material information, you shall be deemed to have terminated your employment with the organization from the day, a communication in this regard is posted and delivered to you, without payment of any benefits whatsoever.

12. You shall do everything within your duties and take precaution to safeguard the organization's property and interests and to prevent any accident or damage to organization's property or interests.

13. During your employment in the organization, the Management shall have the right to require you to subject yourself for medical examination at the organization's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit, then your services shall be terminated forthwith by giving one month notice or one month salary in lieu of the notice period.

14. In the event of your services being terminated for any reason whatsoever or if you leave our employment of your own, then you will be obliged to account for and return any property of the organization including cash if any, etc. in your possession, custody or charge. Your failure to comply with the same shall give the right to the organization to withhold your salary, monetary benefits, and property apart from any other action which the organization shall deem fit to initiate against you in the matter.

15. After expiry of the said probationary period, your services can be terminated by giving one month notice or one month salary in lieu thereof. However, notwithstanding anything that has been mentioned herein to the contrary, your services are liable to be terminated forthwith even without said one month notice and/or without paying one month salary in lieu of such notice; in case you are found to be indulged/indulging in any act of fraud, malpractice, indiscipline, unlawful activity and/or misconduct.

In case if you desire to resign from the services of the organization, then you shall give two months notice to the management of your intention to do so or pay two months' salary in lieu thereof. Under such circumstances, your relieving from the duties is further subject to clearance/INOC by audit department, finance department & H.R Department (HR)-Delhi. On your failure to do so, you shall be solely liable for all consequences arising there from, including the losses/damages suffered by organization. Your placement is further subject to the terms & conditions agreed by you in the Employment Bond, executed by you, in favor of the organization.

16. Without prejudice to the other terms and conditions mentioned herein, it is expressly agreed that you shall not join any other institution / company/ organization which is a competitor to our company and / or is involved in similar business for remuneration or otherwise, minimum period of two (2) years and such two year period shall be computed w.e.f. the day you cease to be an employee of our company either due to your resignation, willful absenteeism, termination, retrenchment or any other reason whatsoever.

17. If your services are not otherwise terminated, you shall retire from the services of the organization on attaining the age of 55 years.

18. Further your appointment is subject to your furnishing the following documents at the time of joining:

- (a.) Birth Certificate or authentic documentary evidence to prove your correct date of birth.
- (b.) Documents in proof of your educational and other technical qualifications and previous experience.
- (c.) Two recent passport size photographs.
- (d.) Original relieving letter from the previous employer.

19. You shall keep us informed of any change of your local address within 3 days of such change. All Correspondence, communications and notices served at your above noted address or any change intimated to us in writing will amount to due notice to you.

If the above terms and conditions are acceptable to you, you may return the duplicate copy of this letter duly signed, signifying your acceptance of the above terms and conditions, and report for duty at Corporate Office, New Delhi for a two/ three weeks training, induction and orientation program, before being sent to our branch to take up the assignment, after complying with the aforesaid conditions of your employment.



Yours Faithfully  
Muthoot Finance Limited

Authorized Signatory  
Human Resource Department

I have fully read and understood the above Terms and Conditions and do accept the same

Signature of Employee with name





# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे विल्डींग व कॅबिनेटिंग मटेरियल योग्य दराने मिळेल

धामणेश्वर पेट्रोलपंपाजवळ, धामणगांव, ता. आष्टी, जि. वीड (पो.इं.जि. वैभव विजुंके मो. 9922265458)

दि.

## Appointment letter

Date 24/8/2020

Dear Miss. Ashwini Kapase

This is with reference to your application and the subsequent interview you had with us. It is pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
- It is clarified that in addition to the above, you will not be entitled to any other benefits
- This appointment can be terminated by giving 2 month notice on either side or payment in lieu of shortfall in this notice period
- During the tenure of the assignment with the company, you will not engage yourself in Any other assignments or gainful employment without consent of the management You are required to maintain the highest order of secrecy with regards to the work or confidential information of the company and/ or its subsidiaries or associate companies and in case of any breach of trust, your appointment may be terminated by the company Without notice.
- On every year rise in salary is given strictly depending upon his/her performance

Please find below your joining details –

**Joining date: Sunday 1<sup>st</sup> September 2020 10 AM**

**Document to bring along:** . Adhar card, Pan Card, and Passport size photo -2 4. Print out of the appointment letter

We look forward to a mutually rewarding and a long term career association with you.



OM SAI TRADERS

*Poojika*

PROPRIETOR

Authorized Signatory  
For: OMSAI TRADERS



॥ नमः कृपा ॥

# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे विलासिता व भविष्यकार्येसाठी योग्य वस्तु मिळेल



धामणेश्वर पेट्रोलपंपाजवळ, धामणगांव, ता. आष्टी, जि. बीड. प्रोग्र.इंजि. वेमल विंजुकि. मो. 9922265458

दि.

## Appointment letter

Date 24/8/2020

Dear Mr. Sachin Kale

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive"

OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
- It is clarified that in addition to the above, you will not be entitled to any other benefits
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OM SAI TRADERS

Panksha.  
PROPRIETOR

Authorized Signatory  
For: OMSAI TRADERS



॥ नमः कृपा ॥



# ओम साई ट्रेडर्स



डामव्यावसायिके सर्वे प्रकारये विलींगे & पॉटिफिकेशन मलेरियल योगदानरत (मिलेड)

धामणेइवर पेट्रोलपंपाजवळ, धामणांव, ता. आष्टी, जि. बीड . (प्रोफा.इंजि. वंभव झिंजुके मो. 9922265458)

दि.

## Appointment letter

Date 24/8/2020

Dear Miss. Kirti Kale

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
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**OM SAI TRADERS**

*P. K. K. K.*

**PROPRIETOR**

Authorized Signatory  
For: OMSAI TRADERS





# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे विल्डींग & पॅट्रिकेगल मटेरियल योग्य दराने मिळेल

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दि.

## Appointment letter

Date 24/8/2020

Dear Mr. Deepak Kashayp

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

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OM SAI TRADERS  
*Deepaksha*  
**PROPRIETOR**  
Authorized Signatory  
For: OMSAI TRADERS





# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे विल्डिंग & पॅन्टिंगसाठी मटेरियल योग्य दराने मिळेल

धामणेश्वर पेट्रोलपंपाजवळ, धामणगांव, ता. आष्टी, जि. वीड (प्रो.प्रा.इं.जि. वैभव झिंजुंके मो. 9922265458)

दि.

## Appointment letter

Date 24/8/2020

Dear Mr. Pradeep Katare

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
- It is clarified that in addition to the above, you will not be entitled to any other benefits
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- On every year rise in salary is given strictly depending upon his/her performance

Please find below your joining details –

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We look forward to a mutually rewarding and a long term career association with you.

**OM SAI TRADERS**

*P. Katare*  
**PROPRIETOR**



Authorized Signatory  
For: OMSAI TRADERS



॥ नारायण ॥

# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे विल्डींग & पॅटिव्हेशन मटेरियल योग्य दराने मिळेल

धामणेकर पेट्रोलपंपाजवळ, धामणांव, ता. आष्टी, जि. वीड. (प्रो.प्रा.इंजि. वैभव झिंजुके मो. 9922265458)

दि.

## Appointment letter

Date 24/8/2020

Dear Mr. Onkar Kawade

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive"

OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
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OM SAI TRADERS  
*Pankaj Keshav*  
PROPRIETOR

Authorized Signatory  
For: OMSAI TRADERS



॥ नमो भगवते ॥



# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे विल्डींग & फॅब्रिकेशन मटेरियल योग्य घरात मिळेल

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दि.

## Appointment letter

Date 24/8/2020

Dear Mr. Suraj Kalbhol

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following terms and conditions:

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OM SAI TRADERS  
*Panksha*  
PROPRIETOR  
Authorized Signatory  
For: OMSAI TRADERS





# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे बिल्डींग & कॅब्रिकेशन मटेरियल योग्य वराल मिळेल



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दि.

## Appointment letter

Date 24/8/2020

Dear Mr. Pranav Joshi

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

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We look forward to a mutually rewarding and a long term career association with you.



OM SAI TRADERS  
*P. Pratiksha*  
PROPRIETOR

Authorized Signatory  
For: OMSAI TRADERS

# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे बिल्डींग & फॅब्रिकेशन मटेरियल योग्य दरात मिळेल.



धामणेश्वर पेट्रोलपंपाजवळ, धामणगांव, ता. आष्टी, जि. वीह. (प्रो.इंजि. वैभव झिंजुके मो. 9922265458)

दि.

## Appointment letter

Date 24/8/2020

Dear Miss Madhavi Joshi

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

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OM SAI TRADERS

*Panksha*  
PROPRIETOR

Authorized Signatory  
For: OMSAI TRADERS

PHAROSKION

## JOINING LETTER

Date: 11/01/2022

To,  
Mr. Amol Kaxavane,

Address: Licthaji Dumjia,  
Taj- Newada,  
Licthaji Dumjia's,  
Ahmadnagar,  
Maharashtra, 414609

Subject: Joining Letter

Dear Amol,

Our company is pleased to announce that you have been hired as a **Junior Tech Consultant**. It is our pleasure to congratulate you on securing this position on **11th January 2022**. You are welcome to join our team as a Junior Tech Consultant, we believe you will be the perfect candidate for this position.

Thanks & Regards

*Panda*

Pradyuman Panda  
Associate HR Consultant  
Pharoskion



PHAROSKION  
GSTIN No.: 05ADYPC6257A122  
401/402, Sneh Symphony, Opp. Vyom Labs, Laxman Nagar, Near Cummins Campus,  
Salewadi City, Pune, Maharashtra, India 411045

Dear Abhijeet,

It gives me great pleasure in extending you an offer as a Software Developer with Aishwa Info Services Private Limited at our Pune office.

As discussed, your annual CTC will INR 6,00,000 (Rupees Six Lakhs), subject to all statutory deductions such as PT, TDS etc.

You must accept this offer no later than 27th April 2023 after which this offer will be void.

Your joining date will be no later than April 29th, 2023 after which this offer will be cancelled automatically.

A detailed contract and appointment letter will be given to you after you join.

We look forward to your joining and having a long and fruitful career with us.

Thank you,

Jaya Sharma Bharat  
Director





STRICTLY PRIVATE & CONFIDENTIAL

Date: 20-Jun-2022

Ref: 611236  
Mr. Anand Kumar Bhowmik  
AC, Shreeganga Post Mahala  
Dist: Jhansi  
Pin Code: 431212

Sub: Appointment Letter

Dear Mr. Anand Kumar Bhowmik,  
We are pleased to offer you appointment as Associate IT Consultant (Grade 100) in the Management Cadre of ITC INFOTECH India Limited (the "Company") on the following terms and conditions with effect from 20-Jun-2022.

Please note that you will be required to report to our office at Pune on the date of joining and your initial joining will be 60 Days.

**1. THE APPOINTMENT IS SUBJECT TO:**

- a) This appointment is subject to passing the pre-employment medical check-up as per the policy of the Company. Details of the Company's medical team in this regard will be shared.
- b) The Company reserves appropriate and satisfactory replies from your references. The absence of the Company in this regard will be final.
- c) This appointment is subject to satisfactory evidence of your academic and professional qualifications.
- d) The Company reserves appropriate and satisfactory report on your background check in your employment and education status.

**2. QUALIFICATION PROGRAMS:**

The Company places immense importance in ensuring that its employees have appropriate and satisfactory qualifications in their respective positions and systems of the Company.

ITC INFOTECH INDIA LIMITED is a wholly owned subsidiary of ITC LIMITED  
A-16, Bala Subrahmanyam Road, Madhav Nagar, Sector-28, Gurgaon, Haryana-122002, India  
Reg. Office: Vignani House, 27/11, Nehru Road, Kolkata-700071, West Bengal, India  
Website: [www.itcinfotech.com](http://www.itcinfotech.com) | Corporate Identity Number: U20202IN329991577340 | Contact: [hr@itcinfotech.com](mailto:hr@itcinfotech.com)



In the event of any discrepancy or non-compliance of your records with the Company, you need to make a self-declaration in writing to the Company, which will be taken into consideration for the purpose of this appointment. The Company reserves the right to conduct background checks on you to verify the accuracy of the information provided to the Company. The Company reserves the right to terminate your appointment if you are found to be in violation of any of the conditions mentioned above.

**3. Satisfaction from Services:**

In the event you decide to leave the services of the Company, you shall be required to give ninety (90) days' notice in writing to the Company. If you are unable to do so, the Company reserves the right to terminate your appointment and to recover the cost of the training and other expenses incurred by the Company on your behalf. The Company reserves the right to terminate your appointment if you are found to be in violation of any of the conditions mentioned above. If at any time you decide to leave the services of the Company, you shall be required to give ninety (90) days' notice in writing to the Company. If you are unable to do so, the Company reserves the right to terminate your appointment and to recover the cost of the training and other expenses incurred by the Company on your behalf. The Company reserves the right to terminate your appointment if you are found to be in violation of any of the conditions mentioned above.

**Letter of Appointment**

Date:05-05-2022

**KalyanKute**

Address: S/O LahuKute, Kukana Road, Near ZP. primary school, dedgoan, Kukana, ahemadnagar -414604  
Contact No: +91-9860718082

DearKalyan,

We are pleased to offer you position of Software Engineer on behalf of **Rein Solutions (hereinafter referred to as Employer)**. This offer is contingent upon our receipt of your college transcripts, background check and acceptance and signature of the confidentiality and non-compete agreements. Attached are the specific terms and conditions of our offer – please read these important details carefully.

**Title:Software Engineer**

{On completion of your 6 months of training period, you will be assessed and based upon your performance you will be considered for a permanent position in the organization).

**Reporting relationship:** This position will report directly to **Heramb Lele**.

**Compensation Structure:** Please refer Annexure 1

The salary structure may be modified at any time without prior notice and your package of remuneration and other terms may be modified from time to time. Further, salary, allowances and all other payments and benefits will be governed by the Employer's rules as well as statutory provisions in force at the time and will be subject to deduction of appropriate taxes at source.

**Work location:** Your primary work location will be in **Pune**. However, your services are transferable and you may be assigned to any office of Rein Solutions or any client location. In such case, you will be governed by the policies of that location or client.

**Travel Expenses:** For any official travel undertaken to fulfill your job requirements, normal and reasonable expenses will be reimbursed as per organization policy.

**Leave and Vacation:** As per Employee's Leave Policy. If you working at client side then according to client's leave policy

**Tuition Reimbursement:** If you pursue any career development or certification that enable you to improve your productivity and efficiency, these expenses can be reimbursed, such expenses should be planned as apart of human capital growth program and must be approved by your reporting manager.

**Non-Compete Agreement:** During your employment and for a period of twelve months thereafter, you shall not directly or indirectly, for yourself or on behalf of any other enterprise, person, firms, partnership, corporation, company, own, merge, operate, join, control, be part of solicit, or be connected in any manner with any business that competes with the Employer including at its known clients or clients that have been introduced to you as part of the normal tasks that are allotted to you during your employment and it shall form part of this offer letter.



## CTC Approval || Pradip Gadekar || System Admin || Pune

2 messages

Kajale, Kanchan <kanchan.kajale@everseen.com>

Tue, 5 Apr 2022 at 5:16 pm

To: pradipgadekar005@gmail.com <pradipgadekar005@gmail.com>

Cc: Jonathan Burke <jonathan.burke@everseen.com>, Promit Sanyal <promit.sanyal@everseen.com>, Carlos Rodriguez <carlos.rodriguez@everseen.com>, Shipra Rani <shipra.rani@everseen.com>

Dear Pradip,

Basis your interview and the documents shared; we are pleased to offer you below CTC breakup for the position of System Admin. , Pune. Your date of joining will be **07<sup>th</sup> April 2022**, kindly acknowledge for acceptance. We will issue the offer and appointment letter once you are onboarded.

No.	Particulars	Monthly (Rs.)	Annually (Rs.)
1	Basic	12000	144000
2	HRA	1150	13800
3	Other Allowance	636	7632
<b>Total</b>		<b>13786</b>	<b>165432</b>
<b>Employee Contribution</b>			
1	PF	1516	18196
2	ESI	103	1236
3	P Tax	200	2500
<b>Total</b>		<b>1819</b>	<b>21832</b>
<b>Employer Contribution</b>			
5	PF	1516	18196
6	ESI	448	5376
<b>Total</b>		<b>1964</b>	<b>23572</b>
8	<b>CTC</b>	<b>15750</b>	<b>189000</b>

### List of Documents to be submitted at the time of joining:-

- Xth & XIIth Marksheets or Diploma
- Highest Education (Graduation or Post Graduation) All year Marksheets (Final Year Marksheet with certificate Mandatory)
- Pan Card – Color Copy
- Aadhar Card – Color Copy
- If the outstation candidate (Local Pune Address proof mandatory (Light bill copy or Rent Agreement).
- Last Employer Offer Letters, Latest 3 months' Salary Slips, Experience & Relieving Letter Mandatory.
- 4 passport size photographs
- 2 professional reference details (Name, contact no, designation, company name)-Mandatory
- Saving Account Details- Cancel Cheque or Passbook Xerox.



अर्बन को.ऑप.क्रे.सोसा. लि.



Name : Jagtap Dinesh K.  
Designation : Recovery Officer  
Emp. Code : 0009



Authorised Sign.





**PRASHANT  
MALUSARE**

**IL139**



 **SCIENCE COLLEGE, PARNER**  
**414 302. (M.S)**

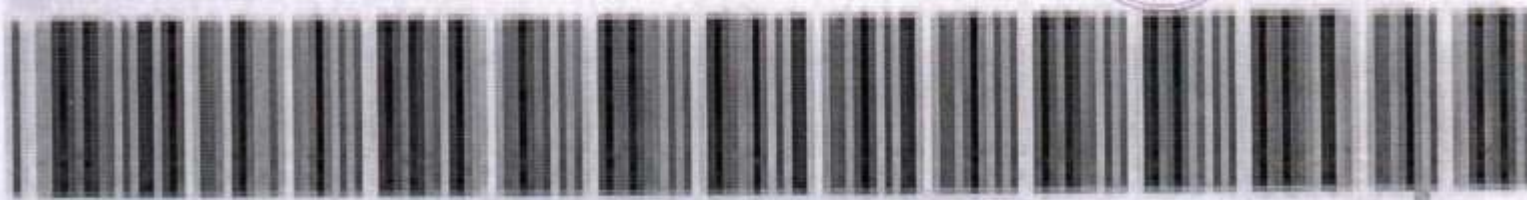


**Ganar Mahesh Arvind**

**Member ID : 5006.**

**Designation : Placement Officer**

**D.O.B. : 31/03/1997**



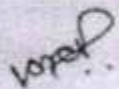
**FA0804220001**

## Terms & Conditions for Selected Candidates for Joining at RO PUNE


Name of the Candidate : Mr. Aditya Dnyandeo Varale  
Date of joining : 17.10.2022  
Date of Documentation : 01.10.2022 at Regional Office Pune  
Location : Ahmednagar - 1432  
Designation : JRE  
Cost to Company (CTC) per annum : Rs. 3,52,586/- (Annexure attached)

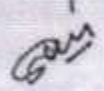
**Important Note: The following Documents must be submitted on the date of documentation without which, your Selection shall be deemed to have been Cancelled/Withdrawn**

- 1) Passport size photograph : 5 Nos. (Latest - Professional photographs only)
- 2) Employment Bond : For 2 years in the prescribed format of the Company (to be executed on Rs. 100/- Non-Judicial Stamp Paper, purchased in the name of Executants /Candidate & Notarized) along with one self attested photocopy of valid ID proof.
- 3) Undertaking : One Undertaking from well settled local persons / government employed local persons (as per Company's format) on a non-judicial stamp paper of Rs. 100/- each along with their Address proof (duly signed by the candidate) One passport size Photograph. Each page should be signed by the undertaker including ID and Address proof. The stamp paper should be notarized.
- 4) Surety Undertaking Letter : One Surety Undertaking Letter from well settled local persons / government employed local persons (as per Company's format) on a non-judicial stamp paper of Rs. 100/- each along with their Address proof (duly signed by the candidate) One passport size Photograph. Each page should be signed by the undertaker including ID and Address proof. The stamp paper should be notarized.
- 5) Copies of Certificates : 10<sup>th</sup>, 12<sup>th</sup> & Graduation are to be submitted.
- 6) Original Certificates : 10<sup>th</sup> Pass Certificate or Graduation Degree.
- 7) Aadhaar Card : Copy of Aadhaar card with DOB: - DD/MM/YYYY format.

  
Signature of the Candidate with date

28/10/22

  
Signature of Interviewer

  
Signature of Approving Officer



Corporate Office (N): The Muthoot Group

M. G. George Muthoot Towers  
Alaknanda, New Delhi - 110 019

Tel.: +91 - 11 - 4669 7777 | Website: muthootfinance.com

The Muthoot Group - 20 Diversified Business Divisions

Financial Services | Wealth Management | Money Transfer | Foreign Exchange | Securities | Media | Vehicle & Asset Finance  
Information Technology | Healthcare | Housing & Infrastructure | Education | Power Generation | Leisure & Hospitality  
Vehicle Loan | Plantations & Estates | Precious Metals | Housing Finance | Overseas Operations | Personal Loan | Micro Finance

09-May-2023

Dadasaheb Bhausaheb Waghmare [ ID: 145914 ]

At Post Mali Chinchora Bhenda Road, Mali  
Chinchora Ahmednagar Maharashtra -414602  
dadawaghmare0549@gmail.com

Dear Mr. Dadasaheb Bhausaheb Waghmare,

We are pleased to extend this letter of appointment ("Letter") to you at IDFC FIRST Bharat Limited (the "company") and your role is **Relationship Officer-LAP** and grade is **Senior Assistant** respectively. You are expected to join on or before **01-Jun-2023** ("Date of Joining"). Your monthly Total Fixed Pay (TFP) will be **INR 22084.00**. The position is currently based at **Newasa Branch, NASHIK REGION**. Please refer the Annexure-1 for break-up of Gross and Total fixed salary. Please note that your appointment is subject to your adherence on the following, in letter and spirit

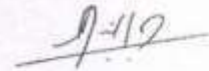
- Terms & Conditions [Annexure-2]
- Code of Conduct [Annexure-3]

This appointment is subject to you being medically fit to perform your role effectively. It is also based on the verification of information and documents submitted (electronically or hardcopy), including but not limited to Authorization / Undertaking / Declaration Form.

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not share information regarding the same with anyone.

Congratulations on your appointment. We wish you a successful association with IDFC FIRST Bharat Limited.

Thank You,  
For IDFC FIRST Bharat Limited



Anil Kumar TT  
Head - Human Resources



I, **Dadasaheb Bhausaheb Waghmare**, Son/Daughter of **Bhausaheb**, do hereby accept the above and confirm / certify the following:

1. Date of Joining the Company: **01-Jun-2023**
2. PAN number: **AEHPW7416F**

Signature

Date:

Authenticated by:

Signature:

Name:

Employee ID:

Annexure:1

<b>COMPENSATION DETAILS</b>
-----------------------------

Employee Name	Dadasaheb Bhausaheb Waghmare
Grade	Senior Assistant
Department Name	Housing Loan & Loan Against Property
Location	Newasa Branch

Components	Per Month (in Rs.)	Per Annum (in Rs.)
Basic	11042.00	132504.00
House Rent Allowance	5521.00	66252.00
Special Allowance	669.00	8028.00
<b>Guaranteed cash</b>	<b>17232.00</b>	<b>206784.00</b>
Statutory Bonus	3447.00	41364.00
Employer's PF	1405.00	16860.00
<b>Total Fixed Pay</b>	<b>22084.00</b>	<b>265008.00</b>

Monthly net take home (in Rs.)	
Guaranteed Cash	17232.00
Statutory Bonus	3447.00
Employee's contribution to Provident Fund	1405.00
<b>Net take home before tax (in Rs.)</b>	<b>19274.00</b>

Note:

- In addition to TFP, Insurance premium is paid by the company towards employee's life, accident & medical insurance. This is a notional premium amount & is not paid in cash to the employee.
- Provident Fund contributions shall be made by the Company to the fund.
- ESI contributions shall be made by the Company to ESIC for applicable employees.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- The notice-pay reimbursed, joining bonus, relocation expenses and any other amounts, if any, paid, at the time of joining would be recovered in full, in case of your resignation/separation (whichever is earlier) within twelve months from the date of joining.



**Anil Kumar TT**  
Head - Human Resources





BGSS/DST/HRM/2023/0027

Date: 06-01-2023

Prasad Zumber Pawar,  
Pune, Maharashtra.

Dear Prasad Zumber,

Further to the discussions that you had with us, we are pleased to appoint you to the position of "Senior Executive", in Retail Sales (Home Loan) Department at Baroda Global Shared Services Ltd. on the following terms and conditions:

1. Your present place of work will be at **Pune Branch (Pune)**, but during this course of the above assignment, you shall be liable to be posted/transferred anywhere to serve any of the Company's Projects or any other establishment, at the sole discretion of the Management.
2. You are requested to join us on or before **16-01-2023** failing which this employment offer will stand withdrawn.
3. Your probation period shall be for six months, beginning from date of joining which can be extended further.
4. Your cost to the company (CTC) will be Rs. **3,25,008/- (Rupees Three Lakh TwentyFive Thousand Eight Only)** per annum. Statutory compliance will be applicable if any. Details of which are there in Annexure- I.
5. This appointment and your continuance as an employee are subject to your having been found medically (physically and mentally) fit by the certified Medical Practitioner.
6. During the probation or extended probation, and until you are expressly confirmed in the services of the company, your services are liable to be terminated without any notice.
7. In case for any reason, if you wish to leave the services of the company, you will be required to give one (-1-) months' notice period in writing to the company or pay one month's emoluments to Baroda Global Shared Services Ltd. in lieu of notice period.
8. You would be eligible for Incentive Plan which would be over and above the salary as decided by the management. The management reserves the right to modify/withdraw the Incentive Plan structure at its discretion. The same would be intimated to employee well on time.
9. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of the reason of any of the acts or omission the company shall be entitled to recover the damages from you.
10. You will not accept any present, commission, or any sort of gratification in cash or kind from any person, party, or firm, or company having to deal with the company and if you are offered any, you should immediately report the same to the Management.
11. You will be responsible for the safekeeping and return in good condition and order of all Company property, which may be in your use, custody, or charge.
12. In case of non-compliance with the policy, the company reserve the right to take strict disciplinary action which may even lead to termination.
13. Your CIBIL Score should not go less than 650+ or you should not be a defaulter from any bank at any point of time
14. Your joining will not be confirmed if you failed to submit all the required documents by or before your joining date.

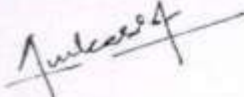
Within 3 days of receipt of this letter, you are requested to sign and return the duplicate copy of this letter in token of your acceptance of the terms of the appointment. The original shall be retained by you.

We welcome you to the **Baroda Global Shared Services Ltd.** family and look forward to a fruitful collaboration.

Thanking you,

Yours Faithfully,

For **Baroda Global Shared Services Ltd**

  
Atul Kumar Kashyap

Head - Human Resources

Offer accepted, I will join on or before  
Date:

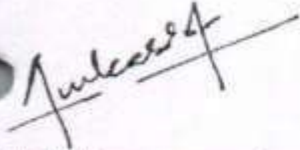
Name:  
Signature:



**Annexure- I**

<b>Name: Prasad Zumbar Pawar</b>	<b>Designation: Senior Executive</b>	
<b>Compensation Heads:</b>	<b>Monthly</b>	<b>Annual</b>
Basic	10834	130008
House Rent Allowance (HRA)	4334	52008
Conveyance Allowance	1600	19200
Medical Allowance	1250	15000
Statutory Bonus	583	6996
Special Allowance	6162	73944
<b>Gross Salary</b>	<b>24763</b>	<b>297156</b>
<b>Retirals:</b>		
Employer's Provident fund	1800	21600
Gratuity	521	6252
<b>Total CTC</b>	<b>27084</b>	<b>325008</b>

\*ESIC as applicable



(Head – Human Resources)

(I accept the above terms & conditions – Signature)





**Bhagyashri Holidays,  
Ahmednagar**  
*bhagyashreeservices19@gmail.com*



Date: 29<sup>th</sup> April 2021

**Offer Letter for Management Trainee**

Dear **Miss Pooja Sanjay Kulkarni**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of **Management Trainee** for our reputed Bhagyashree Holidays based at Ahmednagar , a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **3<sup>rd</sup> May 2021**.

We wish you all the best.

Thanking You

  
**For Bhagyashree Holidays**

**BHAGYASHREE HOLIDAYS**  
Authorized signatory  
AHMEDNAGAR  
Cell No.8149214110/9423200384



**Bhagyashri Holidays,**  
**Ahmednagar**  
*bhagyashreeservices19@gmail.com*



Date: 29<sup>th</sup> April 2021

**Offer Letter for Management Trainee**

Dear **Mr. Prathmesh P Kurhade**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of **Management Trainee** for our reputed Bhagyashree Holidays based at Ahmednagar , a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **3<sup>rd</sup> May 2021**.

We wish you all the best.

Thanking You

  
**For Bhagyashree Holidays**

Authorized signatory

**BHAGYASHREE HOLIDAYS**  
**AHMEDNAGAR**  
Cell No.8149214110/9423200364





**L&T Electrical & Automation**



**NARENDRA ADBHAI**

**Emp. ID: 10711892**

**Blood Group: AB+VE**

**Emergency Contact: 7350431854**





**USV PRIVATE LIMITED**



**Amol Palwe**

**Function : Production**

**E Code : 030021**

**B.G.: A+**

A handwritten signature in black ink, appearing to be 'A. Palwe', written over a faint grid background.

*Issuing Authority*

*Your reliable healthcare partner*





**ADITYA BIRLA  
CAPITAL**

PROTECTING INVESTING FINANCING ADVISING

1<sup>st</sup> February 2023

Rahul Ige  
H No. 5723 Papayya Galli,  
Chithale Road,  
Near Kumar Tailor  
Ahmednagar

Dear Rahul,

*Subject: Offer cum Appointment Letter*

Thank you for giving us the opportunity to meet with you and discuss possible employment with Aditya Birla Financial Shared Services Limited ("Company"). On basis of our discussion and understanding we are pleased to appoint you with the Company as "Key Relationship Officer".

The terms and conditions of your appointment are as follows:

1. Your Fixed Pay will be Rs. 3,00,000/- (Three lakhs only) per annum. Further, you will be entitled to Benefits as applicable in your grade. The components of your Fixed Pay and details of Benefits are provided in Annexure 'A' and will be governed by Company policies as amended from time to time.
2. In addition to your Fixed Pay above, you will be covered under the Loan Disbursement Processing Incentive Scheme. The payout will be based on your performance and dependent on the parameters that are defined under the Incentive Plan from time to time.
3. You will be governed as per Company's Career Progression Plan, as applicable in your grade and will be communicated to you on your joining. A copy of the same is also available on Company's Intranet for perusal and understanding.
4. You will be required to provide the Company all documents and information as set forth under Annexure 'B'.
5. Your date of joining with the Company will be on or before **06-March-23**.
6. Your initial place of work will be **Ahmednagar**. The Company is a part of the Aditya Birla Group and the companies in the Aditya Birla Group are affiliates of the Company. The Company will have the right to transfer/second you, as the case may be, to any function or business group, any other location within India or overseas, or to its affiliate and subsidiary organizations, at any time in the future. While on transfer, you will be governed by the rules, regulations and service conditions of that business and location.
7. On joining, your services will deem to be under probationary review. Your services will be confirmed on successful completion of New Hire Goal sheet, as applicable in your grade and will be communicated to you on your joining. Unless your services are confirmed in writing by the Company, you will continue to be on probation.

**Aditya Birla Financial Shared Services Ltd.**  
G: Corp Tech Park, 5th Floor, Kasarvadavali, Ghodsunder Road,  
Thane (W) - 400 601 | +91 22 3996 3800  
[www.adityabirlacapital.com](http://www.adityabirlacapital.com)



**Registered Office:**  
One Indiabulls Centre, Tower 1, 10th Floor,  
Jupiter Mill Compound, E41, Senapati Bapat Marg,  
Elphinstone Road, Mumbai - 400 013  
+91 22 4356 7000  
CIN: U65999MH2008PLC183695



**ADITYA BIRLA  
CAPITAL**

PROTECTING INVESTING FINANCING ADVISING

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein latest by 10 days of the issuance of the letter else this appointment letter stands automatically withdrawn.

We wish you an enjoyable and rewarding association with Aditya Birla Financial Shared Services Ltd.

Sincerely,

(Authorised Signatory)

**Anunay Shrivastava**  
Senior Vice President - Human Resource

Agreed and Accepted  
**Rahul Ige**



**Aditya Birla Financial Shared Services Ltd.**  
G-Corp Tech Park, 5th Floor, Kasarvadavali, Ghodbunder Road,  
Thane (W) - 400 601 | +91 22 3996 3800  
[www.adityabirlacapital.com](http://www.adityabirlacapital.com)

**Registered Office:**  
One Indiabulls Centre, Tower 1, 18th Floor,  
Jupiter Mill Compound, 841, Senapati Bapat Marg,  
Elphinstone Road, Mumbai - 400 013  
+91 22 4356 7000  
CIN: U65999MH2008PLC183695

UPS Logistics Pvt. Ltd.  
5th and 6th Floor R4 Building Gera Development Limited,  
Kharadi Village, Taluka Haveli, Pune 411 014. India  
CIN: U74999PN2000PTC155732  
(91-20) 6310 1000 Tel  
www.ups.com



24<sup>th</sup> January, 2021

ESTHER SANJAY PADALE,

Pune

Dear Esther,

**LETTER OF APPOINTMENT: SPECIALIST - COLLECTIONS**

We are pleased to offer you employment in **UPS Logistics Pvt. Ltd.** as **SPECIALIST** at Pune with effect from 25-January-2022.

Your salary structure is as per the annexure enclosed.

We enclose herewith the terms and conditions governing your employment in our organization and would request you to sign the duplicate copy of this letter and the Preamble in the Employee Handbook in acceptance of the same.

It should be noted, that your responsibilities may require working irregular hours, weekends and/or public holidays if you are on shift duties. The Company reserves the right to change the working hours as and when business requirements change.

As stated herein above, the nature of business the Company carries out requires that every employee herein is required to work in night shifts of such manner and for such duration as may be constituted by the company, having regard to the nature of work and the applicable statutory provisions. You will therefore be required to work in such shifts upon your turn thereof. It is therefore expressly made clear that your applicable timings of work would be as decided and notified to you by the company, and by accepting this appointment letter you would be deemed to have given your consent to work in shifts.

You will be on probation for a period of 6 months, and during this period of probation, this employment can be terminated on either side by giving two-week' notice in writing, or salary-in-lieu. After confirmation, this employment can be terminated on either side by giving two months notice in writing, save and except that the company has the option of paying one month's salary in-lieu of notice.

You will be required to produce all certificates and testimonials regarding your birth, educational qualifications and experience enumerated by you in your application. You must also produce a clear relieving order from your existing employer before joining duty in our company.

DS  
KN



UPS Logistics Pvt. Ltd.  
5th and 6th Floor R4 Building Gera Development Limited,  
Kharadi Village, Taluka Haveli, Pune 411 014, India  
CIN: U74999PN2000PTC155732  
(91-20) 6310 1000 Tel  
www.ups.com



I would like to take this opportunity to welcome you to our organization and wish you an enriching career with UPS.

Yours sincerely,

For, UPS Logistics Pvt. Ltd.

DocuSigned by:  
*Khalife Nusrat*  
0B4764ECF31C454

**Nusrat Khalife**  
**Manager - Human Resources**

---

I have read the foregoing, acknowledged and confirmed its content and accept employment on the terms & conditions mentioned in the Annexure and the Employee Handbook.

I will join duty on \_\_\_\_\_.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





Regd. Office: Urmi Axis, 7<sup>th</sup> Floor,  
Famous Studio Lane, Dr. E. Moses Road,  
Mahalaxmi, Mumbai – 400011, India  
T: +91 22 6730 9000

05 May 2022

To  
Ms. Neha Jaywant Shinde  
201, Babasai Apartment, Gulmohar Road,  
Parijat Corner, Savedi Road Nagar,  
Ahmadnagar - 414 003.

Dear Neha,

**Sub: Offer of Employment**

On behalf of Nexdigm Private Limited ("Organization"), I am pleased to offer you the position of Associate. Following are the terms and conditions of this offer:

- Date of Joining (DOJ)** – As discussed your starting date will be 11 May 2022 or such other date as may be mutually agreed.
- Salary/Cost to Company (CTC)** - Your annual CTC will be INR. 252395. The breakup of the salary is mentioned in Schedule 1 hereto. The Organization may in its absolute discretion pay a performance-linked bonus of such amount, at such intervals and subject to such conditions as the Organization may determine from time to time.
- Probation** – You will be on probation for a period of 6 months from the DOJ. Confirmation of your employment is conditional upon the satisfactory completion of the probationary period.
- Pre-employment Verification** - Your the appointment is subject to pre-employment verification including but not limited to reference check, criminal antecedent check, and credit check. Information provided by you to the Organization for seeking employment shall be verified after your acceptance of this offer. If it is discovered by the Organization at any time that you have either misrepresented facts or concealed information relevant to your employment with the Organization, the Organization shall be entitled at its sole discretion to withdraw the offer of employment made to you even if it has been accepted by you, without any notice or payment in lieu thereof.
- Documents** - You are required to provide the documents mentioned in Schedule 2 on the DOJ and in any case, within 3 (three) working days thereof. In the event you are unable to provide all or any of the required documents within the stipulated time, you are required to inform the People Team (HR) and take steps as per their advice. It shall be your responsibility to ensure that the documents and information provided by you are true and accurate.
- Declaration** - By accepting this offer of employment, you declare that you have not been convicted or found guilty by a court of any offence in any country and that you are medically fit to perform the duties and responsibilities as per your role with the Organization.



Regd. Office: Urmi Axis, 7<sup>th</sup> Floor,  
Famous Studio Lane, Dr. E. Moses Road,  
Mahalaxmi, Mumbai – 400011, India  
T: +91 22 6730 9000

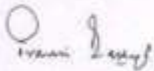
7. **Employment Agreement** – You will be required to execute an employment agreement on the DOJ, which contains all the terms and conditions of your employment with the Organization.

8. **Additional terms**

1. Please note that this position is time-sensitive. This offer made to you is on the additional condition that you will commence employment on the DOJ. If you fail to do so, and if no alternate DOJ has been agreed, the Organization will have the right to unilaterally rescind this Offer Letter irrespective of whether you have resigned/left your previous employment or any other profession or engagement to take up this role, without serving any notice and/or paying any compensation.
2. This Offer Letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between the Organization and yourself. Any employer-employee relationship will arise only when the employment agreement is executed by yourself and the Organization.
3. To indicate your acceptance of this offer, please review, sign and return one copy of this offer letter as confirmation of your acceptance of the terms set out in this offer letter.
4. This offer letter is valid for a period of three (3) days from the date of issue. This offer will lapse if you do not accept the offer within the stipulated time. In case you have any queries or require any clarification on any points above, please do not hesitate to contact us.

We look forward to welcoming you to Nexdigm.

Yours sincerely,  
For Nexdigm Private Limited



Pravin Kashyap

**ACKNOWLEDGEMENT & ACCEPTANCE**

I have read, understood, and hereby accept the terms and conditions of the above offer letter including the compensation package relating for my services and employment with Nexdigm Private Limited.

\_\_\_\_\_  
Neha Jaywant Shinde



## OFFER LETTER

Gaurav Padale

---

Date: 27th December 2022

Dear Gaurav,

We are excited to offer you a full-time position as **Data Entry Executive**. Your starting date will be **1st November 2022**.

The principal terms of your employment with amber are as follows:

**Compensation:** Your annual compensation will be: (Refer annexure)

**Fixed Compensation: INR 1,50,000 P.A (Rupees One Lakh Fifty Thousand Per Annum Only)**

b) It is clarified that amber reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize amber to deduct any amounts from your compensation, which are owed by you to amber, including any overpayments, loans, or advances outstanding at your end, subject to the arrangements made in writing between you and amber.

c) This **offer will be valid for 48 hours** from the day the offer has been shared, in case if the offer is not acknowledged, it will stand void and canceled.

d) You shall perform all duties and responsibilities assigned to you by amber from time to time. You will also comply with all reasonable instructions as may be given by amber from time to time.

e) During your employment, you will not undertake any other employment/ venture of any nature, whatsoever.

f) You shall not engage in activities that would be unsuitable with your capacity as a representative of amber and you shall not act in any manner that would conflict with the interests of amber.

g) Your standard work week will be **5 days**. However, it is clarified that if the need arises, working hours or days could be altered on an urgent basis.

h) In a calendar year, you are entitled to **30 (thirty) days of leaves** on a pro-rata basis from your start date. In case of absence for a period of over (three) days without intimation, the days of absence will be deemed to be unpaid leaves. In the event that the sick leaves are for more than 3 (three) days at a stretch, you will be required to provide a medical certificate from a government-authorized local hospital or doctor, with regard to your health.

i) The nature of your employment is Permanent. However, you will be on **probation for 3 months** ("Probation Period"). Amber reserves the right to extend your Probation Period at its discretion. Unless our manager or HR informs you otherwise, your position will become permanent at the end of your probation period.



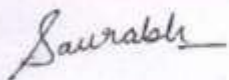
**Amber Internet Solutions Pvt. Ltd.**  
91Springboard, Creativity Mall, Off Airport Rd, opposite Golf Course,  
Shastrinagar, Yerawada, Pune, Maharashtra 411006

## Salary Annexure

The salary structure is given below:

Salary Structure	
<b>Cost to Company</b>	<b>1,50,000</b>
<b>Monthly</b>	<b>12,500</b>
Basic	6,250
HRA	3,125
Conveyance	1,600
Medical	1,250
City compensation	275
PF Employee	750
PF Employer	750
ESI Employee	81
ESI Employer	351
Prof. tax	200
<b>Monthly Gross</b>	<b>11,750</b>
<b>Monthly Take home</b>	<b>10,800</b>

For Amber Internet Solutions Private Limited,

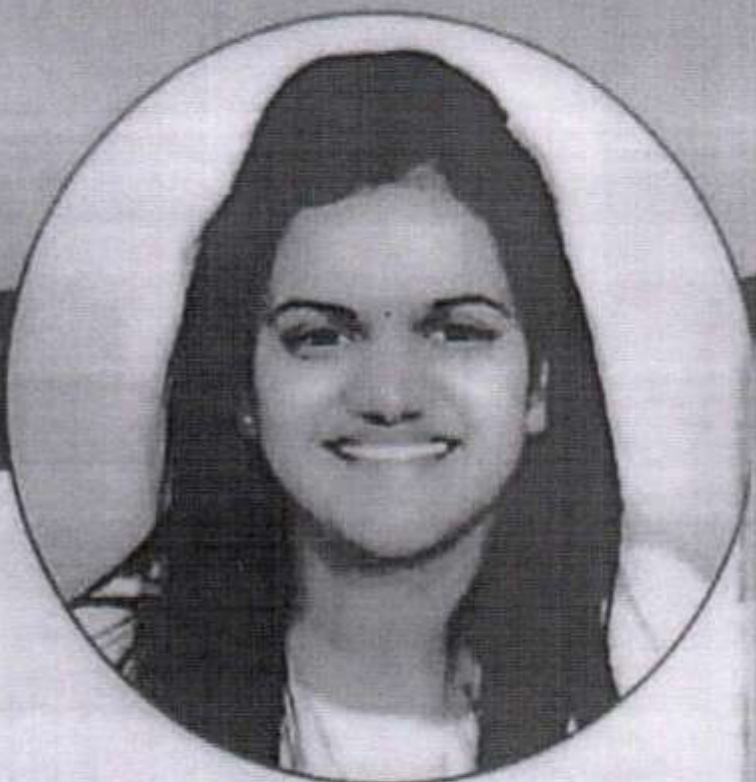


Saurabh Goel  
CEO & Co- Founder,  
Amber Internet Solutions Private Limited



**Amber Internet Solutions Pvt. Ltd.**  
91Springboard, Creaticity Mall, Off Airport Rd, opposite Golf Course,  
Shastrinagar, Yerawada, Pune, Maharashtra 411006

# Poonam Ghodke



**Emp ID : SPP642**

**D.O.B. : 18-01-1999**

**Emg. Cont. No. : 7218841559**

**Blood Group : B +ve**



## Suprabha

VCI • Polymer • Packaging



www.vapourtec.com

15-Sep-2022

**Umesh Maruti Kharade**

Room n 1, Pipeline road, Pratima  
Colony, Ahhmadnagar, Ahmadnagar,  
Maharashtra, 414003  
Phone no.: 9823896287

**APPOINTMENT LETTER**

**Dear Umesh,**

We are pleased to appoint you the position of **Management Trainee** in our organization, you'll be based at **Pune**.

Your employment will be governed by the following terms and conditions which may be amended /altered as per the policy of the company from time to time.

1. You will be entitled to a total fixed pay of Rs.450000/- per annum as discussed and agreed, your detailed compensation package would be as per Annexure I.
2. Your on-target performance bonus is Rs. 100000/-, for the current financial year. This bonus will be payable on a pro-rata basis after the Performance Appraisal subject to a minimum Performance Rating of R4 on a scale of R1 to R5 as per the company policy.
3. You shall perform with diligence such duties as the post you hold calls for and such other duties that may be assigned to you by the management depending upon the exigency of work.
4. The period of notice required for resignation would be three months on either side.
5. If an employee fails to give notice, the Company has the right to take such appropriate action as may be deemed necessary including withholding of dues payable to the employee up to a maximum amount equaling the employee's fixed pay for the period of notice. Waiving of the notice period will be strictly at the discretion of the management. In case of termination from service due to unsatisfactory work or conduct, no notice or compensation in lieu of notice shall be payable.
6. You shall not accept any other employment with any other concern in any capacity while you are employed with us, nor will you be a part of any Business Venture either directly or indirectly.
7. The management reserves the right to transfer / deploy you to any location or any branch of the Company or to any other Company within the organization or to its affiliates, associates or subsidiaries or to any Company with which the organization has or would have an arrangement of operation for providing services
8. So long as you are in the employment of the company, you will always, observe secrecy in respect of services offered by the company or business data, or any possession which, as per the company are necessarily confidential and form valuable property of the company and not make available to trade. Furthermore, you will not disclose them without authority of the company, to anyone other than the company's officers authorized to receive them and even after you have ceased to be in the services of the company, you shall not disclose them to anyone.

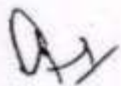


carried out whether the same may be confided to you or become known to you in course of your service or otherwise.

Information means and includes without limitation all and any data, know-how, formulae, processes, specifications, programs, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing and pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company

19. In accordance with the standard practice of the Company we request you to treat the terms of your employment as confidential. If the above offer, is acceptable to you, please sign and return to us the duplicate copy of this letter in token of your acceptance of the terms and conditions of employment, within 7 working days, failing which the offer would stand null and void/lapsed. Also, please note that in case, you do not join on or before the given date, please note that the offer would stand withdrawn, unless renewed in writing.
20. In case you are charged with any act of misconduct, you may be suspended from service pending enquiry. During suspension period, you will be entitled to 50% of your salary towards suspension allowance subject to your making of attendance on the working days at any time during working hours. While claiming suspension allowance, you will give an undertaking or affidavit every month in writing that you were neither employed nor self-employed during such period.
21. Any relocation expenses including notice pay etc reimbursed by the company shall be recovered in case you resign from the services within a year of joining.
22. You are requested to join us on or before **1-Oct-2022**.

**For WheelsEMI Private Limited**



**Abha Gupta**  
Head - HR

I have read, understood and agree to abide by the aforesaid terms and conditions of employment.

**Name: Umesh Maruti Kharade**

**Signature & Date:**



2019-2020

5.2.1  
2019-2020



- NAAC Accredited "A" Grade Institute.
- Best Institute Award by Savitribai Phule Pune University, Pune.
- Recognized U/S 2 (f) & 12 (B) of UGC Act 1956, New Delhi.
- Approved by AICTE, New Delhi.
- Permanently Affiliated to the Savitribai Phule Pune University, Pune.
- Recipient of the 21<sup>st</sup> Dewang Mehta B School Award for the Educational Leadership 2013.

Vadgaon Gupta(Vilad Ghat), PO MIDC, Ahmednagar-414111(Maharashtra), India, Tel.: (0) 0241 - 2779558, (D)0241 - 2777899  
Telefax: 0241 - 2777682 Email: directoribmrd@gmail.com Web: www.ibmrd.org

**Criteria Student Support and Progression**  
Key Indicator- 5.2 -Student Progression  
NAAC Criteria Metric No: 5.2.1.1

5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years

Year	Name of student placed	Program Graduated from	Name of the Employer	Package (In INR Per annum)
2019-2020	Mr. Amol Shinde	MCA	Cybage Software Pvt Ltd	3.50 LPA
2019-2020	Mr. Bandwadkar Bhimrao Suresh	MCA	ITC Infotech	2.75 LPA
2019-2020	Miss Gita Shinde	MCA	Winsoft technology India Pvt Ltd	3.80 LPA
2019-2020	Mr. Aniket Palve	MCA	Simplyfy Workforce	2.50 LPA
2019-2020	Ms Pradnya D Athare	MCA	TCS Ltd	2.50 LPA
2019-2020	Mr. Ganesh Raktate	MCA	Rewanding Performance	2.50 LPA
2019-2020	Ms Kalyani Tanpure	MCA	Capgemini	3.25 LPA
2019-2020	Mr. Rajendra Shelke	MCA	Bank Of Baroda	3.50 LPA
2019-2020	Mr. Ade Anil Dagadu	MBA	Gal Aluminium Pvt.Ltd	3.50 LPA
2019-2020	Mr. Borhade Sanket Kacheshwar	MBA	Vasumita Life Energies Pvt Ltd	2.88 LPA
2019-2020	Mr. Korwar Omkar Shirish	MBA	JLL	4.25 LPA
2019-2020	Mr. Sagalgile Rohan Sanjay	MBA	Jibra Power Systems Pvt Ltd	3.00 LPA
2019-2020	Mr. Vishal Avhad	MBA	Jibra Power Systems Pvt Ltd	3.00 LPA
2019-2020	Miss Komal Durgayya	MBA	Black Studio , Ahmednagar	1.44 LPA
2019-2020	Mr. Yogesh Gite	MBA	Shubham Housing ,	2.50 LPA
2019-2020	Mr. Sahil S. Pawar	MBA	Thomas Cook (India) Ltd	3.00 LPA
2019-2020	Mr. Gourav Ghodke	MBA	ICICI Lombard	2.80 LPA
2019-2020	Mr. Chetan Sarwade	MBA	DY Patil University	4.50 LPA
2019-2020	Mayuresh Naik	MBA	Phone Pay	3.50 LPA





DR.VITHALRAO VIKHE PATIL FOUNDATION'S

## INSTITUTE OF BUSINESS MANAGEMENT & RURAL DEVELOPMENT

- NAAC Accredited "A" Grade Institute.
- Best Institute Award by Savitribai Phule Pune University, Pune.
- Recognized U/S 2(f) & 12(B) of UGC Act 1956, New Delhi.
- Approved by AICTE, New Delhi.
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- Recipient of the 21<sup>st</sup> Dewang Mehta B School Award for the Educational Leadership 2013.



Vadgaon Gupta(Vilad Ghat), PO MIDC, Ahmednagar-414111(Maharashtra), India. Tel.: (0) 0241 - 2779558, (D) 0241 - 2777899  
Telefax: 0241 - 2777682 Email: directoribmr@gmail.com Web: www.ibmr.org

2019-2020	Mr. Nikhil Swaraj	MBA	Stair Union Daichi	2.80 LPA
2019-2020	Miss Ashwini Dikonda	MBA	Shriram Finance	1.82 LPA
2019-2020	Miss Bhagyyashree Dolas	MBA	Kotak Mahindra Bank	2.50 LPA
2019-2020	Mr. Karan Durgayya	MBA	Talent Labs Pvt Ltd	3.20 LPA
2019-2020	Mr. Nikhil Kute	MBA	Bhagyashree Holidays	1.20 LPA
2019-2020	Miss Manshi Mendu	MBA	Sanjivani College of Engineering Kopergoan	2.50 LPA
2019-2020	Mr. Mahesh Nemane	MCA	L&T Infotech	15 LPA
2019-2020	Mr. Satyanarayan Lakhote	MBA	S B S & B S Santha	2.00 LPA
2019-2020	Mr. Gaikwad Shubham Sarjerao	MBA	Bhagyashree Online Multi Services	1.20 LPA
2019-2020	Mr. Gadekar Sagar Ramkrishna	MBA	Bhagyashree Online Multi Services	1.20 LPA
2019-2020	Miss Borde Swati Bajirao	MBA	Bhagyashree Online Multi Services	1.20 LPA
2019-2020	Miss Bhandari Hindavi Nitin	MBA	Bhagyashree Online Multi Services	1.20 LPA
2019-2020	Mr. Bhagwat Vaibhav Gangadhar	MBA	Bhagyashree Online Multi Services	1.20 LPA
2019-2020	Mr. Bhagwat Sachin Dilipkumar	MBA	Bhagyashree Online Multi Services	1.20 LPA
2019-2020	Miss Andhale Tejal Balasaheb	MBA	Bhagyashree Online Multi Services	1.20 LPA



*Sanjay*  
Dr Sanjay Dharmadhikari  
Director, IBMRD



Empowering Minds Since 1986



Date: **November 19, 2021**

**Letter of Offer**

**Dear Amol Shinde,**

Further to your interview dated November 19, 2021, we are pleased to offer you the position of **Sr. Software Engineer** in our organization.

Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

On joining, you will be subject to the employee policies and practices of Cybage Software Private Limited. A summary of the present policies is included as Annexure-2 to this offer letter for your reference. Also refer Annexure-3 for the list of documents to be submitted at the time of your joining.

You are required to join duties with effect from **November 22, 2021** at our **Pune** office for this offer to be valid.

You would be eligible for the appraisal in **April 2022**.

Kindly report at the following address, at 9:15 a.m. on your date of joining –

Cybage Software Pvt. Ltd.  
Cybage Towers, Kalyani Nagar,  
Behind Gold Adlabs,  
Pune, India.

Cybage may defer and/or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

We look forward to your joining Cybage at the earliest and wish you a successful career with us.

Thanking you,

Sincerely,  
For Cybage Software Pvt. Ltd.

Tina Rastogi  
Vice President - Human Capital Management

---

**Cybage Software Pvt. Ltd.**

(An ISO 27001 Company)

Survey No 13A/1-2-3/1 Wadgaon Sheri, Pune 411014, INDIA. Tel: +91-20-66041700, Fax: +91-2066041701

[www.cybage.com](http://www.cybage.com)

Page 1





offer\_Bhandwa...



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**STRICTLY PRIVATE & CONFIDENTIAL**

Ref: 8115396

Date: 28-Jun-2022

**Bhandwalkar Bhimrao Suresh,  
At. Shivajinagar Post Mahakala  
Dist Jaina  
Pin Code 431212**

**Sub: Appointment Letter**

**Dear Bhandwalkar Bhimrao Suresh,**

We are pleased to offer you appointment as **Associate IT Consultant (Grade IS2)** in the Management Cadre of ITC Infotech India Limited (the "Company") on the following terms and conditions with effect from **30-Jun-2022**.

Please note that you will be required to report to our office at **Pune** on the date of joining and your initial posting will be to **Pune**.

**1. This appointment is subject to**

- a) Your employment is subject to passing the pre-employment medical check-up, as per the policy of the Company. Decision of the Company's medical team in this regard will be final.
- b) The Company receiving appropriate and satisfactory replies from your referees. The decision of the Company in this regard will be final.
- c) Your producing acceptable certified documentary evidence of your date of birth. This evidence must be a Birth Certificate or School Leaving Certificate, copy of your passport or an Affidavit attesting your date of birth and sworn by your father, mother or a close relative. This date once accepted will be used for all purposes in connection with your employment and no cognisance will be taken for any alterations in the future.
- d) Your producing acceptable certified documentary evidence of your academic and professional qualifications.
- e) The Company receiving appropriate and satisfactory report on your background check i.e. past employment and education details.

**2. Quality Certification Program Test**

The Company places immense importance in ensuring that its employees have awareness and understanding of the quality processes and systems of the Company.

Page 1 of 12



**winsoft**  
Committed to Infotech



**Gita Shinde**

**Emp ID: 1425    Blood Group: O+**  
**Emergency No: 9730745511**

**Winsoft Technologies India Pvt. Ltd.**

**Plot No.17, Sadanand Society,  
Survey No.678,  
Bhagali Hospital Lane,  
Sangamnagar, Bibvewadi, Pune**

**Tel: (020)- 67498800/67498888**





## Aniket Ravindra Palve

Senior Software Engineer  
SWPL-0383

Department : Backend

Location : PWFH - India, India

Blood Group : O+ (O Positive)

Powered by Keka

# @simplify

**Simplify Workforce**

Work from Home, Hyderabad, TG, India -  
500081

Powered by Keka





**Offer : Computer Consultancy**  
**Ref : TCSL/EP2022CN1439864/ Kochi/1971775**  
**Date : 13-OCT-2022**

**Ms. Pradnya Dadasaheb Athare**  
Flat No-14,Wing C,Amrutkalash Apt,Balikaashram Road Near Borude Mala,Sawedi  
Ahmednagar Maharashtra 414003  
Ahmednagar, Maharashtra, India  
Tel No.: 9561178805

**Sub: Letter of Offer and Terms of Employment**

Dear Ms. Pradnya Dadasaheb Athare,

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

**This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Systems Engineer in Grade C1 at TCS - Pune. Your gross salary including all benefits will be Rs. 5,50,006/- per annum. Annexure 1 provides a break-up of the compensation package.**

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.



Private and Confidential  
TCSL/1971775

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Nyati Tiara 5 No 103/A-1/129 CTS 1995 Nagar Road Yerwade Pune 411 006 India  
Tel:91 20 6608 7777 Fax:91 20 6608 7799 Website: www.tcs.com  
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai - 400021.



### **Offer Letter Validity**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

If you accept the offer from TCSL and fail to join within 120 days from the date of offer, the offer will stand automatically terminated.

**We look forward to having you in our global team.**

Yours Sincerely,

**For TATA Consultancy Services Limited**

[Click Here](#) or use a QR Code scanner from your mobile to validate the offer letter

**Girish Nandimath**

**Global Head -Talent Acquisition**



Encl :

**Annexure 1:** Benefits Gross Salary Sheet

**Annexure 2:** Document Submission

**Annexure 3:** List of TCSL Offices

**Annexure 4:** Confidentiality, Data and Intellectual Property Protection

Private and Confidential  
TCSL/1971775

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Nyati Tiara S No 103/A-1/129 CTS 1995 Nagar Road Yerwade Pune 411 006 India  
Tel 91 20 6608 7777 Fax 91 20 6608 7799 Website www.tcs.com  
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai - 400021.







**GROSS SALARY SHEET**

<b>Name</b>	Ms. Pradnya Dadasaheb Athare		
<b>Designation</b>	Systems Engineer		
<b>Grade</b>	C1	<b>Relevant Experience</b>	2.21 years

**Table 1: Compensation Details: (All Components are in Rs.)**

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
<b>Basic Monthly</b>	15,000	1,80,000
<b>Bouquet Of Benefits #</b>	18,154	2,17,848
<b>2) Performance Pay</b>		
<b>Monthly Performance Pay</b>	3,400	40,800
<b>Performance Bonus *</b>	2,400	28,800
<b>3) City Allowance</b>	1,200	14,400
<b>4) Annual Components/Retirals</b>		
<b>Health Insurance</b>	NA	7,900
<b>Provident fund</b>	1,800	21,600
<b>Gratuity</b>	722	8,658
<b>Total of Annual Components &amp; Retirals</b>	<b>2,522</b>	<b>38,158</b>
<b>Retention Incentive</b>	NA	30,000
<b>TOTAL GROSS</b>	<b>42,676</b>	<b>5,50,006</b>

# Refer to Table 2 for TCSL defined Structure

In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis

**Table 2: TCSL defined structure for BoB (All Components in Rs.)**

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>House Rent Allowance</b>	7,500	90,000
<b>Leave Travel Assistance</b>	1,250	15,000
<b>Food Card</b>	500	6,000
<b>Personal Allowance</b>	8,904	1,06,848
<b>GROSS BOUQUET OF BENEFITS</b>	<b>18,154</b>	<b>2,17,848</b>





## Rewarding Performance

April 7, 2022

Ganesh Annasaheb Rakte  
Bangalore  
Bangalore, Karnataka,  
India

**Sub: Extension for Date of Joining**

Dear Ganesh Annasaheb Rakte,

This is with reference to our offer cum appointment letter dated: February 21, 2022 Ref. No: **13895582** where in we have offered you for the position of: **Software Engineer**. We would like to inform you that your Date of joining has been revised to **April 7, 2022**

All the other terms and condition of the offer cum appointment letter remains the same.

Please sign and return the duplicate copy of this letter as a token of your acceptance of this and send the same back to us.

You are requested to report at 9:00 a.m. on the day of your joining. Details regarding the same have been shared with you under Offer and Appointment letter. Please refer "**Location of HCL Onboarding Team for joining formalities**" section.

Yours truly,

HCL Technologies Ltd.

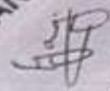
Amrita Das  
Senior Vice President  
Head-Global Rewards

Signed & Accepted:  
Date: 07/04/2022



Capgemini

KALYANI  
TANPURE



46237666

Authorized Signatory  
Capgemini Technology Services India Limited  
Rajiv Gandhi Intertech Park, Plot No. 14, Phase  
MIDC SEZ Village Main  
Taluka, Maharashtra  
Pune-411057  
Emergency No: 1800 267 4001



KALYANI  
TANPURE

IN072462376661122

Emergency No : 1800 267 4001



**APPOINTMENT LETTER**

RO/AURA/FI/2021-22/18

Date: 15.11.2021

To,

**Mr. Rajendra Vitthal Shelke**  
Application No. - 75,  
At Dahihal Ta. Shevgaon,  
Ahmednagar- 414502

**Re: YOUR APPOINTMENT AS BUSINESS CORRESPONDENT SUPERVISOR ON CONTRACT BASIS.**

We are pleased to inform you that on the basis of your application for Business Correspondent Supervisor and subsequently interview on 23/09/2021 you have been selected for aforesaid post on contractual basis for 12 months from 01.12.2021 to 30.11.2022. You are advised to execute the agreement (format attached) before resuming your duty. Further, bank has reserved right of deployment in any place of Ahmednagar district as per requirement.

**The remuneration payable is clearly mentioned in the said agreement as fixed component & variable component for the category applicable.**

The contract will be initially for period of 12 months subject to review every 6 months. Either party can initiate for termination of contract by giving 30 days' notice. However, in case of non-satisfactory conduct / misbehaviour & violation of any condition of agreement, bank reserves the right to terminate the contract instantly without any prior notice and assigning any reason.

The other party (you) engaged by the bank is only on the contractual basis with specified terms and conditions for a limited period and subject to satisfactory services. Bank reserve the right to cancel the contract of service at any time at its discretion without assigning any reason whatsoever. **It is further clarified that there is no employer - employee relationship existing between the bank and the other party (you).**

All terms and conditions will be as per the agreement to be signed by you with Bank of Baroda.


Please note your appointment for said post is subject to verification of necessary documents which you submitted with your application. Please bring the following original documents for verification on **23<sup>rd</sup> November 2021.**

1. Aadhar Card & Pan Card.
2. Document with current Address Proof.
3. 10<sup>th</sup>, 12<sup>th</sup>, Graduation & Post Graduation Certificates (as applicable)
4. Employment Proof in the previous Organization.

**We further inform that before joining Police verification is compulsory.**

**We wish you good luck for all your endeavours.**

Yours faithfully,



**(Ramavtar Paliwal)**  
Regional Head  
Bank of Baroda  
Regional Office, Aurangabad



Encl: -Agreement for Engagement of supervisor for Business Correspondent Agents

# GAL | ALU EXTRUSION



**Anil Ade**

**MIS Executive**

**Employee ID : 149**

**+91 9527011800**

**BLOOD GROUP : B+**



**Authorised Signatory**

**GAL ALUMINIUM EXTRUSION PVT. LTD.**

Date: 13 May 2021

Mr Sanket kacheshwar Borhade  
Kawadw Galli Nalegav tel Dist-

ahmednagar 414001

Employee No: 2079783

Dear Mr Sanket kacheshwar Borhade

### **Appointment Letter**

We are pleased to appoint you in our organization as Growth Spot subject to the following terms and conditions:

1. Your contract will commence from 13 May 2021 and expire on 12 Apr 2022 during which you will render services to our Client at their premises at Pune subject to the terms and conditions of the engagement letter executed by you on 13 May 2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
  - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
  - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
  - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
  - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
  - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
  - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
  - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
  - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
  - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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Doc ID: TL/170F7194B3A



make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9<sup>th</sup> of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

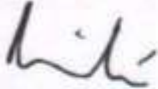
TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to TeamLease through email or through the toll free number which is provide to you.

#### ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For **TEAMLEASE SERVICES LIMITED**

Accepted and Agreed



\_\_\_\_\_  
(Authorized Signatory)

\_\_\_\_\_  
Signature and date:

Name: SANKET KACHESHWAR BORHADE





# VASUMITRA LIFE ENERGIES PVT. LTD.

Building No 2, First Floor, Plot No.4, S.No. 691/A/2+688A(Part)+688/B/1, Bibwewadi Industrial Estate, Pune - 411037 | ☎ 02029911676 | Email id: admin@vasumitra.in

Ref : VLEPL/2022-23/179

Date: 10.06.2022

## OFFER LETTER

To,  
**MR. SANKET BORHADE**

Dear Sir,

We are pleased to offer you employment in our company with effect from 15.06.2022 on following terms and conditions.

Your present HQ will be : Nagar  
Area of Operation : Nagar, Parner, Shirur, Rahuri  
Date of Joining will be : 15.06.2022

The terms and conditions of your offer/assignment with us will be as follows:

- 1. DESIGNATION: SALES OFFICER**
- 2. WORK TARGET : Rs. 60.00 Lac ( Rs. Sixty Lac only) in F.Y. 2022-23**
- 3. REMUNERATION PACKAGE:** The details of your Compensation and Benefits are detailed in the ANNEXTURE to this letter. Company shall have the right to alter the remuneration structure stated in ANNEXTURE.
- 4. REPORTING, ROLE AND RESPONSIBILITIES:**
  - 4.1. You will be reporting to Pune Office, and Senior Manager of your area Manager Mr. Bhushan N. Patil in prescribed format. Daily work report on **VLEPL Reporting App** will be mandatory.
  - 4.2. Your role will be marketing of company's range of products by visiting Farmers/Dealers/Distributors, conducting farmer/dealer training meetings, Introduction, information about company's products and demonstrations, Sales, recovery of sale proceeds within the credit limit allowed.
  - 4.3. You will only promote company's products to achieve optimum sales.
  - 4.4. You will select and appoint dealers (where and when necessary) after obtaining Security Deposit as per company norms from each dealer and 2 blank security cheques of any nationalized bank undated but duly signed, stamped with covering letter from the dealer on their /his letterhead and Should have valid Licenses, permissions required to run his business and posses LOA (DRC)/Fertilizer License and are registered with sales tax department, GST of concerned state and PAN .
  - 4.5. If any purchase order is taken from any dealer without any Security Deposit as mentioned in clause '3.4' , you will be solely responsible for the recovery of payment from the said party and same will be recovered from your salary if the recovery is not made within credit period allowed.
  - 4.6. Your performance will be monitored on month to month basis and annual review will be taken at the end of financial year, on the basis of which your appointment will be continued.
  - 4.7. Your appointment is and shall be subject to the rules and regulations of the company in force from time to time.
  - 4.8. You agree and undertake that during the continuation of your employment with us you will observe rules and regulations of the company.
  - 4.9. You are sole responsible for sales and recovery in all areas operated by you while on duty. In case of resignation or termination of services it is your sole responsibility for recovery of business done in your area.

Signature of Employee



**Salary Annexure**

Employee No: 2079783

Particulars	Amounts
Basic	11948
House Rent Allowance	4779
Employer PF Contribution	1967
Insurance	205
Works Allowance	4444
Statutory Bonus	996
Employee Compensation	32
TotalAmount	24371
Amount In Words(Rs)	Twenty Four Thousand Three Hundred Seventy One rupees

**Net Pay Annexure**

EARNINGS	Amounts
Basic	11948
House Rent Allowance	4779
Works Allowance	4444
Statutory Bonus	996
<b>Gross Earnings</b>	<b>22167</b>
DEDUCTION *	Amounts
Employee PF	1967
Professional Tax	200
<b>Total Deduction</b>	<b>2167</b>
<b>Net Salary</b>	<b>20000</b>

\* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

\*\* Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature



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*Omkar Korwar*

**Technology Solutions**

Employee code 478772

Blood Group B+





**JIBRA POWER SYSTEMS PVT. LTD.**

Authorized Dealer of Diesel Generator Sets Sales and Services - Greaves Cotton Ltd.  
Plot No. 14 & 15, Sai Industrial Estate, Mumbai Highway, Waluj MIDC, Aurangabad - 431 136

www.jibrasystems.com | Call:-9762046444, 9822427271, 758006969 | Email:salespower@jibrasystems.com



Ref : Empl/Mar21/151

Date- 22<sup>nd</sup> Mar 2021

To,  
Mr. Rohan Sagalgile  
Sarasnagar, Behind Puna BusStand,  
Ahmednagar

SUB : Offer Letter for the Position of "Sr. Executive – Business Development".

Dear Mr. Rohan,

**CONGRATULATIONS !!!**

Thank You very Much for your Participation in the Campus Interview on 19<sup>th</sup> Mar 2021 at Vikhe Patil College, Ahmednagar. After rigorous round of Sessions and the Selection Procedure, our Management Panel shortlisted you for the Joining of Our Organization.

We are Offering you a very Exciting Role of developing New Business Areas in the Organization which is mainly focus to Generator Sales & Marketing in our Territory. Accordingly, Your Designation will be "Sr. Executive – Business Development ". You have to closely work with the Team and Senior as well as Junior Management of JIBRA and associated Principal Companies.

Although Your Experience is not related to Our Technical Field, we noticed a Good Potential & Spark in your personality which can be Nurtured as a Great Leadership in Future.

We are Offering you Annual CTC Package of Fixed Salary Rs. 1,80,000 /- and Considering applicable Incentive Package it can go beyond Rs. 3,00,000 /- and above. Conveyance Allowance + TA + DA + communication Allowance are applicable as per Company Policy.

There is no Bar of Incentive for Best Performing Candidate and we believe in Pay for Performance System.

This is initial Offer Letter of Talent Search and we request you to please visit our Corporate Office for any more details and information.

Once Again Congratulations and Thank You.

Thanks & Regards,



Chandrakant Jiwade  
Director – JIBRA GROUP



**JIBRA POWER SYSTEMS PVT. LTD.**

Authorized Dealer of Diesel Generator Sets Sales and Services - Greaves Cotton Ltd.  
Plot No. 14 & 15, Sai Industrial Estate, Mumbai Highway, Waluj MIDC, Aurangabad - 431 136

www.jibrasystems.com | Call-9762046444, 9822427271, 7588006969 | Email:salespower@jibrasystems.com



Ref : Empl/Mar21/152

Date- 22<sup>nd</sup> Mar 2021

To,  
Mr. Vishal Avhad  
Bhutkarwadi, Savedi,  
Ahmednagar

SUB : Offer Letter for the Position of "Executive – Business Development".

Dear Mr. Vishal,  
**CONGRATULATIONS !!!**

Thank You very Much for your Participation in the Campus Interview on 19<sup>th</sup> Mar 2021 at Vikhe Patil College, Ahmednagar. After rigorous round of Sessions and the Selection Procedure, our Management Panel shortlisted you for the Joining of Our Organization.

We are Offering you a very Exciting Role of developing New Business Areas in the Organization which is mainly focus to Generator Sales & Marketing in our Territory. Accordingly, Your Designation will be "Executive – Business Development ". You have to closely work with the Team and Senior as well as Junior Management of JIBRA and associated Principal Companies.

Although Your Experience is not related to Our Technical Field, we noticed a Good Potential & Spark in your personality which can be Nurtured as a Great Leadership in Future.

We are Offering you Annual CTC Package of Fixed Salary Rs. 1,50,000 /- and Considering applicable Incentive Package it can go beyond Rs. 2,50,000 /- and above. Conveyance Allowance + TA + DA + communication Allowance are applicable as per Company Policy.

There is no Bar of Incentive for Best Performing Candidate and we believe in Pay for Performance System.

This is initial Offer Letter of Talent Search and we request you to please visit our Corporate Office for any more details and information.

Once Again Congratulations and Thank You.

Thanks & Regards,



Chandrakant Jiwade  
Director – JIBRA GROUP



# BLACK STUDIO UNISEX SALON

Appointment letter

Date 23/12/2019

Dear Komal,

This is with reference to your application and the subsequent interview you had with us. It is our pleasure to extend the offer of employment to you.

We are pleased to appoint you as Hairstylist for our black studio Group on the following term and conditions:

1. You will be paid a consolidated amount of Rs. 12,000/- (Rupees Twelve Thousand only) Per month
2. It is clarified that in addition to the above, you will not be entitled to any other benefits.
3. This appointment can be terminated by giving 2 month notice on either side or payment in lieu of shortfall in this notice period
4. You shall observe all rules and regulation of the company.
5. During the tenure of the assignment with the company, you will not engage yourself in Any other assignments or gainful employment without consent of the management.
6. You are required to maintain the highest order of secrecy with regards to the work or Confidential information of the company and/ or its subsidiaries or associate companies And in case of any breach of trust, your appointment may be terminated by the company Without notice.
7. You should strictly follow office timings. you will be late thice in a month will be mark as An half day onwards.
8. you should be ready to learn other types of work in office. you should behave very politely.
9. Salary will be credited to your salary account.
10. On every year rise in salary is given strictly depending upon his/her performance
11. Incentive gives you slabwise like 60,000-99,999/- you get 3% & above 1,00,000/- 10%



# BLACK STUDIO UNISEX SALON

A very warm welcome from the black studio team. We believe that you will enjoy the vibrant & challenging environment at black studio

Please find below your joining details –

Joining date: Sunday 5<sup>th</sup> JAN 2019 10 AM

#### Document to bring along:

1. Adhar card
2. Pan card
3. Passport size photo -2
4. Print out of the appointment letter

We look forward to a mutually rewarding and a long term career association with you.

For:BLACK STUDIO group



Agreed & Accepted

(komal durgayya)



**shubham**



**Yogesh Ashok Gite**

**Collections**

**Blood Group AB+**

**Employee Code 06746**

**Ahmednagar**

**Aadhar No - 318265175785**

# Thomas Cook (India) Ltd.



Travel Smooth  
thomascok.in



Name : Sahil Shriram Pawar

Department : Foreign Exchange

Location : Ahmednagar

Employee No.: 63499



Issuing Authority





Blood Gp.: AB+

**Gaurav Dattu Ghodake**  
**1034215**

A handwritten signature in black ink, appearing to read 'Gaurav Dattu Ghodake', written over a horizontal line.

Issuing Authority



 **ICICI**  **Lombard**

# DPU

DR. D. Y. PATIL UNITECH SOCIETY'S

**Dr. D. Y. Patil Arts, Commerce  
Science College**



**Mr. Sarwade Chetan Walm**

**Assistant Professor**

**Commerce**



**Principal**



1  
Mayuresh Naik

414588 A+



Abhishek



Star Union Dai-ichi  
Life Insurance

Bank of India Union Bank Dai-ichi Life

29-04-2022

To,  
Nikhil Sawaj,

Dear Nikhil Sawaj,

**Offer Letter: Relationship Officer - Bancassurance**

With reference to your interview with us, we are pleased to offer you the position of **Relationship Officer, M11, in Ahmednagar, Maharashtra, India, (Ahmednagar BO)**. You will be on probation for a period of 6 months. Your confirmation in the service of the Company will be subject to your successfully completing your probation.

1. Your Cost to Company has been enclosed in Annexure A.
2. Your initial posting will be in **Bancassurance, Ahmednagar, Maharashtra, India, (Ahmednagar BO)**. However, the company reserves the right to utilize your services at any other place within or outside the country.
3. This is a provisional offer. Your formal appointment and the issuance of the final Letter of Appointment is subject to the following conditions:
  - a. Actual production of Relieving letter or acceptance of resignation letter from your current employer.
  - b. Actual production of documents and certificates regarding educational qualifications, work experience, remuneration, identity and references, personal data sheet.Please refer to the Annexure B for the list of documents.

4. (i) Joining in the company is subject to generation of employee code. Submitting joining documents does not make you eligible as the employee of the company. Company upon receiving your joining documents will validate, post which the decision of hiring with the company is taken. The candidate will be deemed to have not joined the company unless his/her employee code is generated and communicated by the company.
4. (ii) Candidate who has worked with Star Union Dai ichi Life Insurance Co. Ltd. (SUD Life) earlier will be considered as rehiring instance. Please note that rehiring is subject to fulfilling certain specific criteria and approval of the Competent Authority. It is advised to bring it to the notice of the company in writing if you have worked with SUD Life earlier before acceptance of this offer. Any non-compliance to this effect will be considered as a case of non-disclosure of material facts influencing the decision with respect to hiring of the candidate. All such cases will be considered as violation of code of conduct of the company and his/her continuation in the company will be solely at the discretion of the company.

**Star Union Dai-ichi Life Insurance Company Limited**

Registered Office: 11<sup>th</sup> Floor, Vishwaroop IT Park, Plot No. 34, 35 & 38, Sector 30A of IIP, Vashi, Navi Mumbai - 400 703.  
Toll Free No.: 1800 266 8833 (9:30 am to 6:30 pm - Mon to Sat) | Tel.: 022-7196 6200 | Fax: 022-7196 2811





# Star Union Dai-ichi Life Insurance

is part of  
 Union Bank Dai-ichi Life

5. Your offer and appointment is made basis the information furnished and representation made by you from time to time. The company and third party appointed by the company shall be entitled to conduct background verification and reference checks from all requisite sources to ascertain and establish the facts furnished by you. During verification, there may be certain documents/facts/proofs required to be produced from your side. In case, you are not able to produce the same within stipulated time frame, the company reserves the right to put your salary on hold for such time till you submit the said documents.

In case of negative background verification, the company reserves the right to terminate your services and take such further action as deemed necessary in the interest of the company.

6. In such cases where you possess insurance agency code of another insurance company(ies), you are required to ensure that your code is deactivated and you submit the NOC from the concerned insurance company(ies) within 30 days of your joining SUD Life failing which SUD Life reserves the right to keep your salary on hold and take such action as deemed necessary which may also include termination of your services from SUD Life.

7. In case of your resignation or termination from the services of SUD Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of incentive/performance bonus and the quantum of such incentive/ performance bonus to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

Please acknowledge the receipt of this offer by returning this duplicate copy within 2 days from the date of this letter, duly signed and stating your date of joining which should not be later than 11<sup>th</sup> May 2022.

Yours faithfully,

**Dinesh Bojwani**  
SVP & Head - Human Resources

I, **Nikhil Sawaj**, have read the above terms and conditions and hereby accept the offer.

Expected Date of Joining: ..... Signature: .....





## MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SUD Life Insurance, I, **Nikhil Sawaj**, declare that;

1) I am medically fit to accept the offer of employment extended to me and fully understand that in the event of my being found medically unfit to discharge the responsibilities assigned to me, the company shall have the right to terminate my services forthwith.

2) I suffer / have suffered from (mention if any):

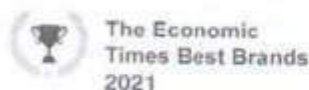
If required I agree to undergo the medical examination as decided by the company to satisfy itself of my medical fitness. The company's decision in this regard shall be final and binding. This is, however, without prejudice to the right of the company to terminate my services in future in case I am found medically unfit to discharge the responsibilities assigned to me.

(Signature of the candidate)

Date:

Place:

### Our Accolades





## Annexure A

Name	Nikhil Sawaj	Designation	Relationship Officer
Position	Relationship Officer - Bancassurance	Department	Bancassurance
State	Maharashtra	Location & Region	Ahmednagar, Maharashtra, India, (Ahmednagar BO)
Grade	M11	Scale	Staff Level

## Remuneration Details

SALARY COMPUTATION			
Components	Per Annum	Per Month	Component Description
Basic	75640	6303	30% of Total Fixed Pay
HRA	37820	3152	50% of Basic
Adhoc Allowance	63035	5253	Refer to the details below
Advance Bonus	36000	3000	As per the Payment of Bonus Act ( This is paid on monthly basis)
Gratuity	3638		As per the Payment of Gratuity Act
<b>Fixed Pay</b>	<b>216133</b>	<b>18011</b>	
Conveyance Allowance	24000	2000	As per Company Policy
Mobile Conveyance	12000	1000	As per Company Policy
<b>Total Fixed Pay</b>	<b>252133</b>	<b>21011</b>	
Company Contribution to PF	20961	1747	Company Contribution to Provident Fund as per Provident Fund Act
Company Contribution to ESIC	6906	576	Company Contribution to ESIC as per ESIC Act
<b>Gross Total Fixed Pay GTFP</b>	<b>280000</b>	<b>23333</b>	





Note: Advance Bonus component shown above would be paid as part of the monthly salary.

Flexi Component Details	Maximum Allowable Annual Limit	Remarks
LTA	Maximum up to 12.5% of Basic	Eligible for all grades. This can be opted for up to 12.5% of Basic salary. LTA amount will be a part of reimbursable benefits and paid off with the salary after the employee submits proof of travel etc. in the format and in accordance with the Income Tax rule.
NPS	Maximum up to 10% of Basic	Eligible for all grades. This as per the NPS rules
Company Car Scheme (Only applicable from	-	As per your grade eligibility





# Star Union Dai-ichi Life Insurance

Member of Star Union Bank Dai-ichi Life

M06 and above)		
Fuel Reimbursement - Co. Car Scheme	-	
Driver Reimbursement - Co. Car Scheme	-	

Benefits Scheme	Sum Insured	Remarks
Group Term Life Policy Benefit	2000000	Coverage as per company's policy
Group Mediclaim Policy Benefit	200000	As per company Policy. For self, spouse & 2 children premium is borne by company.
Group Personal Accident Policy Benefit	2000000	As per company Policy. This is borne by company





Please refer to Annexure B for details of documents to be submitted prior to joining.

## Annexure B

### ATTACHMENT TO OFFER LETTER

Please submit the following documents, as may be applicable to you, to the company prior to the date of joining.

List of documents are as below

#### **Identity Details (all mandatory)**

1. Recent passport size colour photograph
2. Aadhar Card (If the Aadhar Card is not available, then the Aadhar card application need to be uploaded)
3. Address Proof (Passport / Driving License)
4. PAN Card (In absence of PAN card, a copy of application with application no. of PAN card)
5. Updated/Latest Resume

#### **Previous Employment Details**

1. Appointment Letter/ Offer Letter of current employer
2. Resignation acceptance and Relieving letter of current employer
3. Relieving letter from previous employer
4. Any one from the below documents
  - a. Form 16
  - b. Payslip (Last 3 Months)
  - c. Bank Statement (Last 3 Months)
5. Latest Increment Letter

#### **Education Details (all mandatory)**

1. Last two highest qualification - Passing certificates
2. Last two highest qualification - Mark sheets

#### **Other documents**

Scan copy of cancelled cheque (*mandatory*)

After receiving the above documents, we will issue the hard copy of your Appointment letter on the date of joining.

On joining you will also be required to furnish the following:

1. PF Nomination Form
2. Family dependent details
3. Any other relevant information that may be required

Once you join us, you are required to immediately open salary account with any of our partner banks and inform your account number to HR at the earliest.



January 21, 2023

Ref No: CAN093838

**Ms. ASHWINI NARAYAN DIKONDA**

4953 Borude Galli Dekonda Niwas Nalegaon Ahmednagar, Ahmednagar, 414001,  
Ahmednagar,

Maharashtra - 414001.

Mobile: 9834259004

**SUB: EMPLOYMENT**

Dear Ms. ASHWINI NARAYAN DIKONDA,

Further to your application and subsequent Offer letter dated: December 01, 2022, we are pleased to advise that, you have been selected for appointment as "ASSISTANT EXECUTIVE" in the grade of "BO2A" w.e.f. 02/01/2023 on the following terms and conditions:

1. Your Place of Posting will be at our **AHMEDNAGAR** located at, HIMALAYA TOWER, II ND FLOOR, BESIDES DEEPAK PETROL PUMP, ZOPADI CANTEEN, SAVER, AHMEDNAGAR-414003.
2. You will be paid a total remuneration of **Rs.1,82,076/- p.a.** The Break-up of which is enclosed.
3. You will be entitled for Gratuity as per statutory rules.
4. You will be entitled for leave as per company's policy.
5. You will be on **probation for a period of six months** effective from the 02/01/2023. On successful completion of probation, your services will be confirmed.
6. Your Employment Code is "**118885**". You shall quote this code for all future correspondence.

Please sign and return to us the duplicate copy of this letter and the copy of the attached general terms and conditions of employment duly signed by you as token of your acceptance.

We welcome you to our organization and wish you all success.

For SHRIRAM FINANCE LIMITED

  
A.GANESH  
SENIOR VICE PRESIDENT

AGREED  
ASHWINI NARAYAN DIKONDA





Job: Recovery officer.  
Gajanan colony, Ahmednagar



Wednesday, 20 January 2021

Deputation Letter

Employee Code : TL/UD/9939  
Agency : Talent Labs  
Employee Name : Karan Deepak Durgayya  
Designation : Business Development Executive  
Department : Market Development  
Contact No : 9028405424  
Address : Pune-Maharashtra

Dear Karan Deepak Durgayya

We are glad to inform you that you have been deputed to **Pune-Maharashtra** with **Hive Loop Technologies (Udaan.com)** (herein after referred as 'Client'), with effect from **Monday, January 25, 2021**, for a specific assignment and after the completion of this assignment your work shall automatically resume to Agency as per the terms of the appointment letter

Except as mentioned herein this Deputation Letter, all the other terms and conditions of your appointment and any further amendments remain unaltered.

During the period of your association with the Client, you will be required to abide by and adhere to the policies, rules, and regulations of the Client, including but not limited to, Code of Conduct, Discipline, Business Ethics and Contract of employment and any amendments made thereof that may be communicated by us or by the Client, from time to time. Such policies, rules and regulations may be subject to modification or amendment at the sole discretion of the Client and you shall be bound to abide by the same.

We take this opportunity to wish you every success in your assignment.

For Talent Labs Pvt Ltd.



Sandeep  
Director

I accept

Karan Deepak Durgayya



**Bhagyashri Holidays,  
Ahmednagar**

*bhagyashreeservices19@gmail.com*



Date: 9<sup>th</sup> September 2020

**Offer Letter for Management Trainee**

Dear **Mr. Nikhil A. Kute**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of **Management Trainee** for our reputed Bhagyashree Holidays based at Ahmednagar , a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **14<sup>th</sup> September 2020**.

We wish you all the best.

Thanking You

**For Bhagyashree Holidays**

Authorized signatory

**BHAGYASHREE HOLIDAYS**

AHMEDNAGAR

Cell No.8149214110/9423200304



**Bhagyashri Holidays,**  
**Ahmednagar**  
*bhagyashreeservices19@gmail.com*



Date: 9<sup>th</sup> September 2020

**Offer Letter for Management Trainee**

Dear **Mr. Shubham S. Karpe**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of **Management Trainee** for our reputed Bhagyashree Holidays based at Ahmednagar , a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **14<sup>th</sup> September 2020**.

We wish you all the best.

Thanking You

  
**For Bhagyashree Holidays**

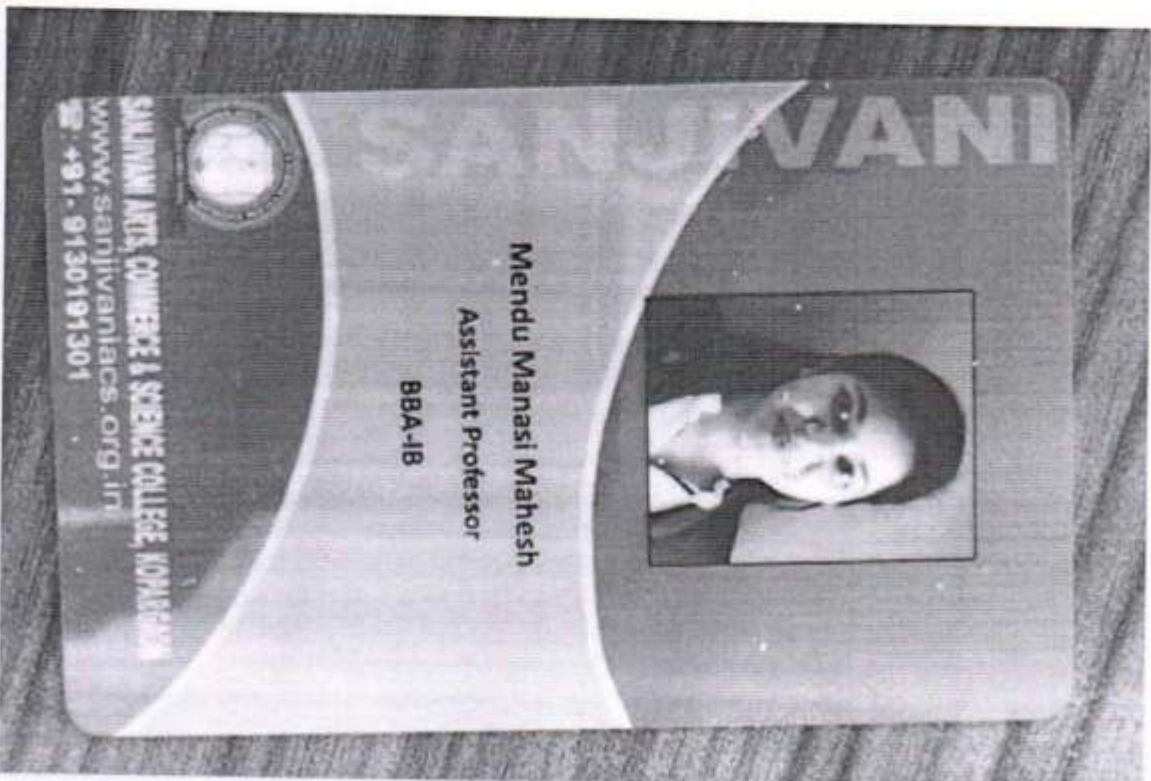
Authorized signatory

**BHAGYASHREE HOLIDAYS**

AHMEDNAGAR

Cell No.8149214110/9423200384





SANJIVANI



**Mendu Manasi Mahesh**

Assistant Professor

BBA-IB



SANJIVANI ARTS, COMMERCE & SCIENCE COLLEGE, KOPERGGAON  
www.sanjivanilacs.org.in  
☎ +91-9130191301





# Sulochana Belhekar Samajik & Bahu Uddieshiya Shikshan Sanstha's

Dr. Belhekar S. P.  
President

Mr. Patil K. D.  
Secretary

Bhambhure, Tal: Newasa, Dist: Ahmednagar (Maharashtra) Mo. 9850146114 Ph. (02427) 252190, 244031

Ref. No. SBSSS/DP/APP/2024/124/24 Date: 05/10/2024

### APPOINTMENT LETTER

To Lakshya Satyansingh Gadgil  
Student - Shiksha  
Sub: About Appointment for the post of Lehrer in Computer

- Sir,
- In response to your application and the interview held on 5.10.2024, it is informed that the management of Sulochana Bahujar Samajik & Bahu Uddieshiya Shikshan Sanstha is pleased to employ you as a Lehrer in Computer in College Name: Dayanagar Polytechnic Bhambhure, Tal: Newasa, Dist: Ahmednagar.
  - Your appointment is on the pay scale of Rs. 51000-62000-62000 and the other allowances prescribed as mentioned for the said post by Government of Maharashtra, as per the norms of AICTE & DTE.
  - Your appointment will be for one academic year and based on your performance you will be considered for the next academic year.
  - You are required to obtain fitness certificate from our authorized medical officer: Dr. Rajkumar S. Bhatkar, within one month from the date of joining.
  - Your appointment can be terminated with one month notice on either side or one month's salary in lieu thereof.
  - You will strictly observe the code of conduct for the teachers prescribed by the standard code and will carry out diligently the task assigned to you from time to time related with teaching, administrative, extracurricular activity etc.
  - You will neither involve in any act in outside the institution that will bring defame to the institution nor any other institutional activities in such case your services will be terminated immediately without giving any notice.
  - During your employment you will not engage in any other assignment honorary or of remunerative or do any business without permission from the competent authority.
  - You will not undertake private tuitions or teach in any coaching class.
  - If you remain absent for more than 15 days continuously without prior intimation of the leave, your services will be terminated immediately.
  - You will have to intimate acceptance of this offer within seven days from the date of receipt of this appointment order failing which you will have no claim whatsoever on the post.
  - You are requested to give your response for joining the said post within 7 days of receipt of this appointment letter.

*Patil*  
*K. D.*

*Patil*  
*S. P.*

Principal, Dayanagar Polytechnic  
Office for the record





Let's Solve

September 30, 2022  
Ref: LTI/HR/Oracle Practice (OR)/2389929

Mahesh Nemane  
Khadka Road, Hanumanwadi, TA- Newasa, Dist-Ahmednagar, Maharashtra  
Ahmednagar, Maharashtra, 414603, India

Dear Mahesh Nemane

### Employment Agreement

Subsequent to our discussions and in view of your professional experience and expertise including, but not limited to, academic qualifications and professional background, we are pleased to appoint you as **Specialist - Cloud Services and Software** with Larsen & Toubro Infotech Limited ("Company"). Outlined below are the terms and conditions of your employment with the Company:

#### 1. APPOINTMENT DATE, JOINING AND DESIGNATION

1.1 You will be appointed as **Specialist - Cloud Services and Software** in the Oracle Practice (OR) BU and will be associated with our Hinjewadi Office or our proposed SEZ site by October 3, 2022 ("Appointment Date").

1.2 At the time of joining, as communicated to you by the Company, please report to Ganesh Kalshetti at: 2nd ET, 3RD Floor, Rajiv Gandhi Infotech, Phase-1, Hinjewadi, Maharashtra, 411005, India

1.3 This employment agreement ("Agreement") shall continue and remain valid and binding on the parties, subject to the terms of this Agreement unless terminated as per the provisions of clause 7 of this Agreement.

1.4 The company reserves the right to make suitable formal or informal background checks through internal or external agencies at its own discretion and you shall be deemed to have consented to do so. These may include your current / previous employment history, educational/professional credentials and other background checks. Subsequent to your joining the company, if any discrepancy with regard to documentation submitted by you with the company vis-a-vi the background verification report received is discovered, your services are liable to be terminated, apart from legal action that may be initiated against you. The company is under no obligation to provide you the copy of the background verification report and the decision of the company will be final. The Company may, at its discretion, even conduct background verification, at any time during your employment with the Company.



A Larsen & Toubro  
Group Company

Registered Office: L&T House, Ballard Estate, Mumbai 400 001, India  
www.Lntinfotech.com | E-mail: info@Lntinfotech.com | CIN: L72900MH1996PLC104693





A Larsen & Toubro  
Group Company

Registered Office: L&T House, Ballard Estate, Mumbai 400 001, India  
www.Lntinfotech.com | E-mail: info@Lntinfotech.com | CIN: L72900MH1996PLC104693

**LTI**

Let's Solve

Please confirm your acceptance by sending a signed copy of this letter along with the signed offer letter to us via an email.

Yours faithfully,  
for Larsen & Toubro Infotech Limited

*Rajeev Yadav*

\_\_\_\_\_  
Rajeev Yadav  
Senior Director - Talent Acquisition  
I have read the above contents and accept the same.

\_\_\_\_\_  
Signature and Date  
Mahesh Nemane



Date: 28 August 2020

**Offer Letter for Executive Trainee**

Dear **Mr. Gaikwad Shubham Sarjerao**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "Executive Trainee" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 September 2020**.

We wish you all the best.

Thanking You

  
For Bhagyashree Online Multi Services

Authorized signatory



Date: 28 August 2020

**Offer Letter for Executive Trainee**

Dear **Mr. Gadekar Sagar Ramkisan**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "Executive Trainee" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 September 2020**.

We wish you all the best.

Thanking You



**For Bhagyashree Online Multi Services**

Authorized signatory



Date: 28 August 2020

**Offer Letter for Executive Trainee**

Dear Miss. Borde Swati Bajirao

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "Executive Trainee" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 September 2020**.

We wish you all the best.

Thanking You

  
For Bhagyashree Online Multi Services

Authorized signatory



Date: 28 August 2020

**Offer Letter for Executive Trainee**

Dear **Miss. Bhandari Hindavi Nitin**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "Executive Trainee" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 September 2020**.

We wish you all the best.

Thanking You

  
For Bhagyashree Online Multi Services

Authorized signatory



Date: 28 August 2020

**Offer Letter for Executive Trainee**

Dear **Mr. Bhagwat Vaibhav Gangadhar**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "**Executive Trainee**" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 September 2020**.

We wish you all the best.

Thanking You

  
For Bhagyashree Online Multi Services

Authorized signatory





Date: 28 August 2020

**Offer Letter for Executive Trainee**

Dear **Mr. Bhagwat Sachin Dilipkumar**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "**Executive Trainee**" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 September 2020**.

We wish you all the best.

Thanking You

  
For Bhagyashree Online Multi Services

Authorized signatory



Date: 28 August 2020

**Offer Letter for Executive Trainee**

Dear **Miss. Andhale Tejal Balasaheb**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "**Executive Trainee**" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 September 2020**.

We wish you all the best.

Thanking You

  
For Bhagyashree Online Multi Services

Authorized signatory



2018-2019

5.2.1  
2018-2019



- NAAC Accredited "A" Grade Institute.
- Best Institute Award by Savitribai Phule Pune University, Pune.
- Recognized U/S 2(f) & 12(B) of UGC Act 1956, New Delhi.
- Approved by AICTE, New Delhi.
- Permanently Affiliated to the Savitribai Phule Pune University, Pune.
- Recipient of the 21<sup>st</sup> Dewang Mehta B School Award for the Educational Leadership 2013.



Vadgaon Gupta(Vilad Ghat), PO MIDC, Ahmednagar-414111(Maharashtra), India. Tel.: (0) 0241 - 2779558, (D) 0241 - 2777899  
Telefax: 0241 - 2777682 Email: directoribmrd@gmail.com Web: www.ibmrd.org

### Criteria Student Support and Progression

#### Key Indicator- 5.2 -Student Progression

#### NAAC Criteria Metric No: 5.2.1.1

5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years

Year	Name of student placed	Program Graduated from	Name of the Employer	Package (In INR Per annum)
2018-2019	Mr. Kale Shubham Bhikan	MBA	Bajaj Finance, Ltd	2.85 LPA
2018-2019	Miss Kulkarni Akshata Shirish	MBA	LTI Mind tree Pvt Ltd	2.25 LPA
2018-2019	Miss Lahor Nikita Sunil	MBA	Anuron Enterprises Pvt Ltd Ahmednagar	2.50 LPA
2018-2019	Mr. More Suraj Dilip	MBA	Infosys Pvt.ltd.	3.50 LPA
2018-2019	Miss Tirmal Nikita Ramesh	MBA	Kotak Bank Ltd	2.00 LPA
2018-2019	Mr. Kishore Kokare	MBA	Crompton Greaves Ltd	3.50 LPA
2018-2019	Mr. Ulhare Sairam	MBA	Future Generaly India Insurance	2.80 LPA
2018-2019	Mr. Kailash Rohidas Madke	MCA	EPPS Infotech Pvt Ltd	3.75 LPA
2018-2019	Mr. Pravin Kerulkar	MBA	Om Sai Traders	1.80 LPA
2018-2019	Mr. Prashant Kedari	MBA	Om Sai Traders	1.80 LPA
2018-2019	Mr. Nitin Kedari	MBA	Om Sai Traders	1.80 LPA
2018-2019	Mr. Mahesh Kadnar	MBA	Om Sai Traders	1.80 LPA
2018-2019	Miss Pradnya Kamble	MBA	Om Sai Traders	1.80 LPA



Inspiring Minds Since 1986



DR.VITHALRAO VIKHE PATIL FOUNDATION'S

## INSTITUTE OF BUSINESS MANAGEMENT & RURAL DEVELOPMENT

- NAAC Accredited "A" Grade Institute.
- Best Institute Award by Savitribai Phule Pune University, Pune.
- Recognized U/S 2(f) & 12(B) of UGC Act 1956, New Delhi.
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Vadgaon Gupta(Vilad Ghat), PO MIDC, Ahmednagar-414111(Maharashtra), India. Tel.: (0) 0241 - 2779558, (D) 0241 - 2777899

Telefax: 0241 - 2777682 Email: directoribmr@gmail.com Web: www.ibmr.org



2018-2019	Mr. Ganesh Kakade	MBA	Om Sai Traders	1.80 LPA
2018-2019	Mr. Rajesh Galpelli	MBA	QUESS Axis Bank Ltd.	2.20 LPA
2018-2019	Mr. Ashol Kokare	MBA	Mahindra Home Finance	2.50 LPA
2018-2019	Mr. Chandra Shekhar Shelar	MBA	Prepladder Pvt Ltd	4.50 LPA
2018-2019	Mr. Baban Dole	MBA	HDFC bank Ltd	2.50 LPA
2018-2019	Miss Purvaja Sandupatla	MBA	Kendriya Vidyalava Ahmednagar	3.36 LPA
2018-2019	Mr. Rahul Ulhare	MBA	Aditya Birla Health	3.80 LPA
2018-2019	Miss Arti Jadhav	MBA	TCS Ltd	3.50 LPA
2018-2019	Mr. Rohit Mangalram	MBA	Navneet Top tech Pvt Ltd	2.85 LPA
2018-2019	Mr. Kishore Lalge	MBA	Bhagyashree Holidays	1.20 LPA
2018-2019	Mr. Akash Wadekar	MBA	Ventura Securities Ltd	2.00 LPA
2018-2019	Mr. Vishal Joshi	MBA	I Process Services Pvt Ltd	2.04 LPA
2018-2019	Mr. Aditya Varale	MBA	Moothut Finance Lts	3.52 LPA
2018-2019	Mr. Somnath Ghumare	MBA	Hoganas India Pvt Ltd	1.80 LPA
2018-2019	Mr. Rahul Ige	MBA	Aditya Capital Ltd	3.00 LPA
2018-2019	Miss Swati Mali	MBA	Bhagyashree Holidays	1.20 LPA
2018-2019	Miss Manali Lokhande	MBA	Bhagyashree Holidays	1.20 LPA
2018-2019	Miss Trupti Lalwani	MBA	Bhagyashree Holidays	1.20 LPA



Inspiring Minds Since 1976

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Vadgaon Gupta(Vilad Ghat), PO MIDC, Ahmednagar-414111(Maharashtra), India. Tel.: (0) 0241 - 2779558, (D) 0241 - 2777899  
Telefax: 0241 - 2777682 Email: directoribmrd@gmail.com Web: www.ibmrd.org

2018-2019	Mr. Bhairvnath Gorkhe	MBA	LIC of India	1.00 LPA
2018-2019	Mr. Arun Tupe	MBA	DVVVPF Medical College & Hospital	1.20 LPA
2018-2019	Mr. Amit Lagad	MBA	HDB Financial Services	2.50 LPA
2018-2019	Mr. Amol Gavhane	MBA	Klassic Wheels	1.80 LPA
2018-2019	Mr. Akshay Medhe	MBA	GrihaShakti Fullerton India Jome Fiance	2.50 LPA
2018-2019	Miss Bhuse Rutuja Ravindra	MBA	Bhayashree Online Multi Services	1.20 LPA
2018-2019	Mr. Adhav Dnyaneshwar Ravindra	MBA	Bhayashree Online Multi Services	1.20 LPA
2018-2019	Mr. Alhat Rahul Balu	MBA	Bhayashree Online Multi Services	1.20 LPA
2018-2019	Miss Agale Sonali Shivaji	MBA	Bhayashree Online Multi Services	1.20 LPA

*Sanjay*  
Dr. Sanjay Dharmadhikari  
Director, IBMRD



Inspiring Minds Since 1976

HR/2020-21/80

March 10, 2021

Siddhi Vilas Dhore,  
B-302, Shyamal Society,  
Hagawane Nagar ,Pune  
Maharashtra: 411048

Dear Siddhi,

**Sub: Offer Letter of Employment with IntegriChain Private Limited.**

With reference to the recent discussion, we had with you, we are pleased to offer you employment as **“Associate Analyst”** in our organization on the terms discussed. Your date of joining will be **April 1, 2021.**

Your annual fixed compensation will be

A detailed letter of appointment listing the terms and conditions of employment will be given to you on the day of your joining.


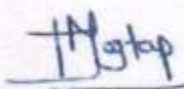
This offer is valid till March 11, 2021; you are expected to provide a written acceptance of the offer and date of joining to **IntegriChain Private Limited, Pune** on or before the offer validity.

Wishing you a long and successful career with the growing IntegriChain.

Thanking you,

Yours Sincerely,

**For IntegriChain Private Limited**



(Prajakta Jagtap)  
*Sr. Manager r – Human Resources*

**Candidate's Acknowledgement:**

I have read, understood, and accepted the above.

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Signature:



**BAJAJ  
FINSERV**

Deputed at Bajaj Housing Finance Limited



Name : Shubham Bhikanrao Kale

Emp Code : BH000553

BL. group :

Location : Aurangabad

Issuing Authority





E M P L O Y E E



**Akshata Shirish Kulkarni**





**kotak**

Kotak Mahindra Bank



**Nikita  
Tirmal**

142481 | AB-



**Campton Greaves Limited**

**Pumps Division**

**A-28, MIDC,  
Ahmednagar 414 111  
T: +91 241 660 6500**



**Name: Kishor F Kokare**

**Emp No: K1765**

**Blood Group: B+ve**

**Date of Issue: 15.10.2009**



*[Handwritten Signature]*

**Issuing Authority**



**Employee Name: Rahul Balbhim Ulhare**  
**Address: At Post ghogargaon, Tal shrigonda,**  
**Dist Ahmednagar Maharashtra - 414401**  
**Employee Code: STM-11839**

**Date: 13-Jul-22**

**FIXED TERM EMPLOYMENT CONTRACT**

Dear Rahul Balbhim Ulhare

We are pleased to offer you employment at Spectrum Talent Management Private Limited (Company) for a fixed period of time as per the following terms and conditions:

**DEPUTATION:**

You are deputed to HDFC Ergo General Insurance Ltd (Client) under this Contract. The terms of employment are exclusively with the Company, the employee shall never be deemed to be an employee of the Client, where you have been deputed under this Contract.

You will with effect from **15-Jul-22** be deputed by the Company, to work at Client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by the Company for rendering the services under this contract.

**COTERMINOUS:**

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

**LOCATION:**

You are required to work at client's location at **Aurangabad**

**POSITION:**

You are appointed as **Executive - Sales**

**REMUNERATION:**

The details of your salary break up with components are as per the enclosure attached herewith.

**TENURE AND EXTENSION:**

Your contract will be deemed extended at the end of each term of 12 months unless the company gives you a written notice of discontinuation 30 days prior to the end of the relevant term. Further, your contract is conditional upon the continuation of the company's contract with the client; upon our contract being terminated by the client, your employment with us will come to an end.

**WORKING HOURS:**



# SPECTRUM TALENT MANAGEMENT (P) LTD.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

**For Spectrum Talent Management Private Limited.**

For Spectrum Talent Management Pvt. Ltd.

  
Authorized Signatory

**Mr. Rajeev Jain**  
General Manager





# SPECTRUM TALENT MANAGEMENT (P) LTD.

## Annexure - I

**Name:** Rahul Balbhim Ulhare

**Designation:** Executive - Sales

**Date Of Joining :-**15-Jul-22

**Employee Code :-** STM-11839

Particulars	Monthly Amount In INR.
Basic + DA	12700
HRA	2500
STB	1058
Transport Allowance	0
Medical Allowance	0
Other Allowance	5742
<b>Monthly Gross Salary [A]*</b>	<b>22000</b>
Less PF 12% Employee	1800
Less ESI 0.75% Employee	0
LWF Employee	0
PT Employee	200
<b>Total Employee's Contribution [B]</b>	<b>2000</b>
<b>Monthly Net Pay [A-B]</b>	<b>20000</b>
Company's cont. To. PF 13% Employers	1950
Company's Cont. To ESI 3.25% Employers	0
LWF Employers	0
**Insurance (GPA+GMC)	262
<b>Total Employers Contribution [C]</b>	<b>2212</b>
<b>Monthly CTC [A+C]</b>	<b>24212</b>

\*Income Tax deductions, if applicable, will be as per the Income Tax Act, 1961

\* You are entitled to a retiral benefit of gratuity as per the provision of "Payment of Gratuity Act, 1972". The amount is equivalent to 15 days basic salary on a basis of 26 days in a month, for every completed year, as part thereof, in excess of 6 months. The payment shall be contingent upon continuous service of 5 years with the Company.

**\*\* Group Accidental & Medical Insurance:**

You will be entitled to Accidental & Medical Insurance Coverage as per company policy.

**\*\*Statutory Deductions:**

All Statutory deduction would done as and where ever applicable

**NOTE:** This Statement is only for the purpose of information and is illustrative in nature.

**For Spectrum Talent Management Pvt. Ltd.**

**Candidate Acceptance**

For Spectrum Talent Management Pvt. Ltd.

**(Authorized Signatory)**

**(Signature)**



**YOUR RUNNING PARTNER**

**ENTERPRISE PROCESS PROTOCOL SYSTEM**



**Name : Kailas Rohidas Madake**

**Emp. Code : EC0050**

**EPPS Infotech Pvt. Ltd.**

3rd Floor, Lunkad Towers, Panama House, Plot No-3,  
S.no-199, Viman Nagar, Lohegaon,  
Near Air Force Station, Pune 411014, Maharashtra, India  
Tel: +91 020 67448500 | Email: info@epps-erp.com

[www.epps-erp.com](http://www.epps-erp.com)

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Dr. Vithalrao Vikhe Patil Foundation's



**DR. VITHALRAO VIKHE PATIL**

**COLLEGE OF ENGINEERING, AHMEDNAGAR**

☎ 0241 2777296

Website: [www.enggmgpatil.com](http://www.enggmgpatil.com), Email: [info\\_coea@vpatil.com](mailto:info_coea@vpatil.com), [www@vpatil.com](mailto:www@vpatil.com)

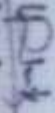


**Mr. Divate Sudarshan Rangnath**

**Training & Placement Officer**

**M.E., E & Tel., MBA**

**Training & Placement**

  
**Principal**





# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे बिल्डींग & फॅब्रिकेशन मटेरियल योग्य दराने मिळेल

धामणेश्वर पेट्रोलपंपाजवळ, धामणगांव, ता. आष्टी, जि. बीड . प्रो.प्रा.इंजि. वैभव शिंजुके मो. 9922265458

दि.

## Appointment letter

Date 23/12/2018

Dear Mr. Pravin Kerulkar

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
- It is clarified that in addition to the above, you will not be entitled to any other benefits
- This appointment can be terminated by giving 2 month notice on either side or payment in lieu of shortfall in this notice period
- During the tenure of the assignment with the company, you will not engage yourself in Any other assignments or gainful employment without consent of the management You are required to maintain the highest order of secrecy with regards to the work or confidential information of the company and/ or its subsidiaries or associate companies and in case of any breach of trust, your appointment may be terminated by the company Without notice.
- On every year rise in salary is given strictly depending upon his/her performance

Please find below your joining details –

**Joining date: Sunday 5th JAN 2019 10 AM**

**Document to bring along:** . Adhar card, Pan Card, and Passport size photo -2 4. Print out of the appointment letter

We look forward to a mutually rewarding and a long term career association with you.



OM SAI TRADERS

*Pratiksha*

PROPRIETOR

Authorized Signatory  
For: OMSAI TRADERS



॥ नारायण ॥

# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे बिल्डींग & फॅब्रिकेशन मटेरियल योग्य दरात मिळेल



धामणेकर पेट्रोलपंपाजवळ, धामणगांव, ता. आष्टी, जि. वीड . प्रो.प्रा.इंजि. वैभव शिर्जुंके मो. 9922265458

दि.

## Appointment letter

Date 23/12/2018

Dear Mr. Prashant Kedari

This is with reference to your application and the subsequent interview you had with us. It is pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
- It is clarified that in addition to the above, you will not be entitled to any other benefits
- This appointment can be terminated by giving 2 month notice on either side or payment in lieu of shortfall in this notice period
- During the tenure of the assignment with the company, you will not engage yourself in Any other assignments or gainful employment without consent of the management You are required to maintain the highest order of secrecy with regards to the work or confidential information of the company and/ or its subsidiaries or associate companies and in case of any breach of trust, your appointment may be terminated by the company Without notice.
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Please find below your joining details –

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OM SAI TRADERS  
*Prashant*  
PROPRIETOR  
Authorized Signatory  
For: OMSAI TRADERS



# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे विल्डींग & कॅब्रिकेशन मटेरियल योग्य दरात मिळेल



धामणेश्वर पेट्रोलपंपाजवळ, धामणगांव, ता. आष्टी, जि. तीड. प्रोग्रा.इंजि. वैभव झिंजुके मो. 9922265458

दि.

## Appointment letter

Date 23/12/2018

Dear Mr. Nitin Kedari

This is with reference to your application and the subsequent interview you had with us. It is pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
- It is clarified that in addition to the above, you will not be entitled to any other benefits
- This appointment can be terminated by giving 2 month notice on either side or payment in lieu of shortfall in this notice period
- During the tenure of the assignment with the company, you will not engage yourself in Any other assignments or gainful employment without consent of the management You are required to maintain the highest order of secrecy with regards to the work or confidential information of the company and/ or its subsidiaries or associate companies and in case of any breach of trust, your appointment may be terminated by the company Without notice.
- On every year rise in salary is given strictly depending upon his/her performance

Please find below your joining details –

**Joining date: Sunday 5th JAN 2019 10 AM**

**Document to bring along:** . Adhar card, Pan Card, and Passport size photo -2 4. Print out of the appointment letter

We look forward to a mutually rewarding and a long term career association with you.



OM SAI TRADERS

*P. S. Kishore*  
PROPRIETOR

Authorized Signatory  
For: OMSAI TRADERS



# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे बिल्डींग & फॅब्रिकेशन मटेरियल योग्य दरात मिळेल.



धामणेश्वर पेट्रोलपंपाजवळ, धामणगांव, ता. आष्टी, जि. बीड. (प्रो.इंजि. वैभव झिंजुके मो. 9922265458)

दि.

## Appointment letter

Date 23/12/2018

Dear Mr. Mahesh Kadnar

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" of OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
- It is clarified that in addition to the above, you will not be entitled to any other benefits
- This appointment can be terminated by giving 2 month notice on either side or payment in lieu of shortfall in this notice period
- During the tenure of the assignment with the company, you will not engage yourself in any other assignments or gainful employment without consent of the management. You are required to maintain the highest order of secrecy with regards to the work or confidential information of the company and/ or its subsidiaries or associate companies and in case of any breach of trust, your appointment may be terminated by the company without notice.
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**OM SAI TRADERS**  
*Panksha*  
**PROPRIETOR**

Authorized Signatory  
For: OMSAI TRADERS



# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे बिल्डींग & फॅब्रिकेशन मटेरियल योग्य दरात मिळेल.



धामणेडवर पेट्रोलपंपाजवळ, धामणगांव, ता. आष्टी, जि. वीह. (प्रो.प्रा.इंजि. वैभव किंजुके मो. 9922265458)

दि.

## Appointment letter

Date 23/12/2018

Dear Miss. Pradnya Kamble ,

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
- It is clarified that in addition to the above, you will not be entitled to any other benefits
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- On every year rise in salary is given strictly depending upon his/her performance

Please find below your joining details –

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**OM SAI TRADERS**  
*Pratiksha*  
**PROPRIETOR**

Authorized Signatory  
For: OMSAI TRADERS



॥ नमो भगवते ॥



# ओम साई ट्रेडर्स



आमच्याकडे सर्व प्रकारचे बिल्डींग & फॅब्रिकेशन मटेरियल योग्य दराने मिळेल

धामणेश्वर पेट्रोलपंपाजवळ, धामणगांव, ता. आष्टी, जि. वीड (प्रोग्रा.इंजि. वैभव झिंजुके मो. 9922265458)

दि.

## Appointment letter

Date 23/12/2018

Dear Miss Ganesh Kakde,

This is with reference to your application and the subsequent interview you had with us. It is a pleasure to extend the offer of employment to you. We are pleased to appoint you as "Executive" OM SAI TRADERS on the following term and conditions:

- You will be paid a consolidated amount of Rs. 15,000/- (Rupees Fifteen Thousand only) Per month
- It is clarified that in addition to the above, you will not be entitled to any other benefits
- This appointment can be terminated by giving 2 month notice on either side or payment in lieu of shortfall in this notice period
- During the tenure of the assignment with the company, you will not engage yourself in any other assignments or gainful employment without consent of the management. You are required to maintain the highest order of secrecy with regards to the work or confidential information of the company and/ or its subsidiaries or associate companies and in case of any breach of trust, your appointment may be terminated by the company Without notice.
- On every year rise in salary is given strictly depending upon his/her performance

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We look forward to a mutually rewarding and a long term career association with you.

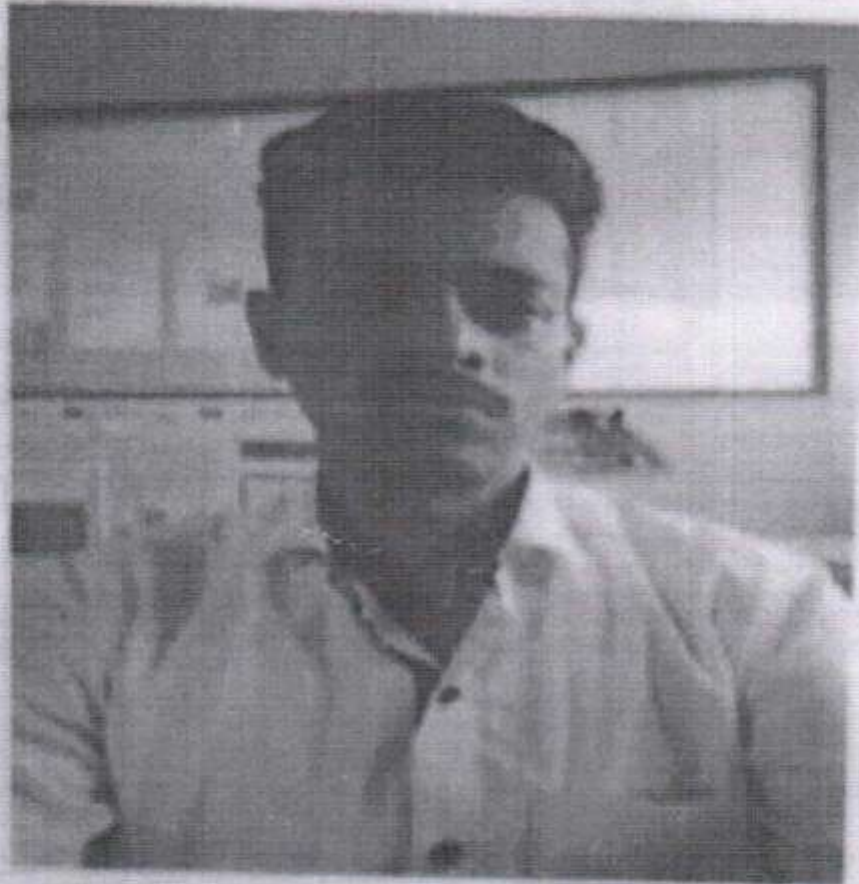


OM SAI TRADERS  
*P. S. Kulkarni*  
PROPRIETOR

Authorized Signatory  
For: OMSAI TRADERS

Employed by  
**QUEST**  
WINNING TOGETHER

Deputed at  
 **AXIS BANK**



**Rajesh Vitthal Galpelli**

**ID : AS545416**

**Blood Group : B+**

**Emergency Contact No. : 9579448196**

**Location : Savedi**



Date : 11-May-2022

Name : RAJESH VITTHAL GALPELLI

Address : GITE HOSPITAL,41, BALIKASHRAM ROAD,JADHAV MALA, AHMADNAGAR - 414001

Employee Code : AS545416

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RETAIL LENDING SBB BUSINESS LOAN BRANCH** department on the following terms and conditions:

**1. Commencement / Term:**

You are required to join our organization on or before **13-May-22**. Your place of work shall presently be at **SAVEDI**.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

**2. Remuneration :**

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	6065	72780
HRA	3033	36396
Bonus	1750	21000
Special Allowance	2124	25488
Mobile Allowance	500	6000
Employer Provident Fund	1253	15036
Employer ESIC	438	5256
Gratuity	292	3504
<b>CTC</b>	<b>15455</b>	<b>185460</b>

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.



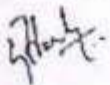


The terms and conditions of employment set out in this letter of appointment constitutes service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Mumbai** will have exclusive jurisdiction with regards to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditioned mentioned herein.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship.

With warm regards,  
For **IKYA Human Capital Solutions** (A division of Quess Corp Limited)



**Tej Hans Raj Singh**  
Vice President - Operations | Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

Name: **RAJESH VITTHAL GALPELLI**  
Signature:.....

Emp Id: **AS545416**

Place:.....

Date:.....



# Mahindra HOME FINANCE

Mahindra Rural Housing Finance Limited

Mahindra & Mahindra Financial Services Ltd. First Floor, Sai Plaza, Above Vijay Sales, Kapurbawadi, Ghodhbunder Road, Thane West-400601

**Akash Korke**

Token no. : **27026895**



*Niranjan Roy*

Issuing Authority

# PREPLADDER PRIVATE LIMITED

CIN: U80903HR2017PTC068263



PREP/HR/APP/EMP1573

Date: 05 October 2022

## APPOINTMENT LETTER

To,

Chandrashekhar Laxman Shelar  
Plot No.63,Vishwakarma Nagar,  
Old Dharangaon Road, At Post Taluka  
Erandol District Jalgaon Maharashtra 425109

### **Subject: Appointment for post of Business Development Manager ( Business Development)**

Dear Chandrashekhar Laxman Shelar,

We take immense pleasure in offering you the position of **Business Development Manager (Business Development)** with Prepladder Private Limited (the 'Company'). Your employment with Company will be governed by terms and conditions detailed in Annexure A, and the other documents listed as annexures in this Appointment Letter.

- 1. Commencement of employment:** Your employment will be effective as of **05 October 2022 (DD/MM/YYYY)** at our office. Your reporting manager and your human resource manager will define your job responsibilities.
- 2. Salary:** Your compensation and Cost to Company (CTC) including all the benefits will be **INR 480000/-** per annum, the break-up of the CTC is provided in Annexure B and/or shall remain same as provided in the Offer Letter of Appointment. Your future increments or promotion or any other salary increase shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.  
You will be eligible for gratuity payment on completion of five years of continuous service. Such gratuity shall be calculated as per the provisions of the Payment of Gratuity Act 1972 and any amendments thereof. Provided however, that the maximum amount payable shall not exceed such amount as may be notified by the Central Government from time to time. Currently, the maximum amount payable is INR 20,00,000/-. All payments are subject to applicable tax requirements.
- 3. Probation:** Your appointment is a permanent and fulltime position subject to the satisfactory completion of **6 months'** probation period from the date of joining. Your probation period may be extended based on your performance. After successful completion of your probation, you will be confirmed in writing as a permanent employee of the Company.
- 4. Place of posting:** You will be posted at **Chandigarh**. You may however be required to work at any place of business which the Company has or may later acquire. During the course of your employment, the Company reserves the right to transfer your services to any other location.
- 5. Hours of Work:** You will be required to normally work 9 hours in a day which shall include lunch break. You may be required to work additional hours/days as may be necessary for the proper performance of your duties, for which you agree that the remuneration as detailed under Annexure B sufficiently covers any compensation towards such additional hours/days of work.
- 6. Leave/Holidays:** You will be entitled to holidays as mentioned in the Company Leave policy. For further clarity on the leaves and holidays please refer to the Company Leave policy.
- 7. Nature of duties:** You will perform to the best of your ability all the duties as are inherent in your

Registered office: SCO-36, Sector-11, Panchkula, Haryana-134109  
Corporate office: Plot-A12, Third Floor, Microtek Building, IT Park Chandigarh-160101  
contact@prepladder.com | www.prepladder.com | +91-95690-72525



## PREPLADDER PRIVATE LIMITED

CIN: U80903HR2017PTC068263



induce others to disparage Prepladder, any of Prepladder's officers, directors or employees. You further undertake that you will not at any time, do any of the above-mentioned acts which might prejudice the goodwill and reputation of Prepladder.

- 1. Applicability of Company Policy:** Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, code of conduct, organizational policies, sexual harassment policy etc., and may alter the same from time to time at its sole discretion. All such policy decisions of Company shall be binding on you and shall override the terms of this appointment letter to that extent. You are requested to familiarize yourself with the policies during the course of your employment with the Company. You agree and acknowledge that you have read and understood the terms and conditions listed in Annexure A, CTC in Annexure B, Non-Disclosure Agreement in Annexure C and also the Code of Conduct, Company Policies, Prevention of Sexual Harassment at Workplace Policy along with this appointment letter for your reference.
- 2. Acceptance of our offer:** Please confirm your acceptance by signing and returning the duplicate copy of this letter of appointment.

We welcome you and look forward to receiving your acceptance and to work with you.

If you accept the term of your appointment and the conditions laid down in the Annexures, please sign and return the duplicate copy of this Appointment Letter to the Human Resource team and retain one copy for your reference.

Yours faithfully,

**Nibha Mahajan**  
Associate Director- Human Resources

**Chandrashekhar Laxman Shelar**  
Business Development Manager- Business Development





**HDFC BANK**



**BABAN DOLE**

**225099**

**CSR - OUTREACH &  
EMPOWERMENT**

**O+**





## केन्द्रीय विद्यालय क्रमांक 1 अहमदनगर

(मानव संसाधन विकास मंत्रालय, भारत सरकार के अधीन)

किले के सामने, करिअप्पा रोड, अहमदनगर, 414001

### KENDRIYA VIDYALAYA No.1 AHMEDNAGAR

(Under Min. of HRD, Govt. of India)

Near Fort, Kariappa Road, Ahmednagar, 414001

दूरभाष/ Tel. (0241) 2323936, e-mail:

kvahmednagar1@gmail.com website : www.kv1nagar.net

फा. / F. 2738 / kvno1Anr/2022-23

दिनांक: 31/03/2022

To:

Purvaja Bajja

Sir/Madam,

In order to supplement the teaching in this Vidyalaya, it has been decided to utilize your services as Computer Instructor (Prime) POST on the recommendation of Selection Committee for the appointment of Contractual Staff / teachers in this Vidyalaya, on purely Part Time Contractual Basis (Purely temporary day to day basis) for the current Academic Session 2022-23 only. In case you are willing to offer your services on the Terms & Conditions mentioned below, you are requested to give your consent and report to the undersigned on or before 05/04/2022 to join your duties.

#### Terms & Conditions:

1. You will be paid a consolidated remuneration per month as per KVS Rules & applicable for the post you are been appointment. Other than remuneration prescribed by KVS, you will not be paid any other allowances.
2. You have to be present in the Vidyalaya for full duration of working hours and attend all the duties assigned to you by the Incharges.
3. Yours services must be made available on all working days for students except during Vacation / Breaks or when is closed on any other account. You are not entitled for any kind of leave during your service in this Vidyalaya
4. Staff appointed on purely Contractual Basis will not be entitled for Vacation Pay & during Autumn/Winter break, payment or working for a period of less than a month will be calculated on pro-rata basis.
5. Apart from teaching you will be responsible for home assignment, evaluation of answer scripts and conduct of examination in the said subject as also such other duties as may be assigned by the Principal. The remuneration indicated above will be inclusive of all services mentioned before.
6. You will be responsible for the proper custody and care of students & school records or any property furnished by the Vidyalaya for use in connection with the provision of Services
7. You have to maintain all relevant records required to be maintained and take necessary guidance from the Principal/Vice Principal/HM/In charge Teacher in the field of your services in this regard.
8. It is abundantly made clear that the above assignment is of Purely day to day nature and does not confer any right of appointment or your placement in the cadre of regular teachers / staff in KVS. Your services will be utilized on day to day basis depending upon the need and payment therefore, will be made accordingly.
9. It is further abundantly made clear that the offer made in this letter shall automatically come to an end after the purpose for which the present offer is made is achieved.
10. Your service will be terminated without assigning any reason immediately in case a permanent incumbent joins or the post is withdrawn by the KVS or any other reason by the undersigned.
11. You shall abide to follow the code of conduct for teachers as mentioned in KVS Education code.

W. Blagant  
PRINCIPAL 31/03/2022

इन्चार्ज/PRINCIPAL  
के. वि. सं. १ अहमदनगर  
K V No.1 Ahmednagar



Valid till MARCH 2020



Certified that

Name PURVAJA

R. BOJJA

Address H.No.80, Simla  
colony, Pipeline Road

Whose Photograph and Signature  
appears on the opposite is

of Appointment as

Data Entry Operator

in KV No. 1, Ahmednagar

Valid from April 2019 to March 2020

[Signature]  
Officer / PRINCIPAL  
Officer / Principal

Ahmednagar

Blood Group : O+

Allergic to : \_\_\_\_\_

Suffering from : \_\_\_\_\_

P.R.Bojja

Signature of the holder



# Offer letter



52% ▼



Aditya Birla Health  
Insurance Co. Ltd.  
(A part of Aditya Birla Capital Ltd.)



Rahul Ulhare

A/P: Ghogargaon, Tal. Shrigonda, Dist. Ahmednagar, pin: 414401

Dear Rahul Ulhare,

Subject: Offer cum Appointment Letter

We take this opportunity to thank you for exploring an opportunity with Aditya Birla Health Insurance Company Ltd. (hereafter referred to as "Company"). On basis of our discussions and understanding we are pleased to appoint you with the Company as "Agency Manager".

The terms and conditions of your appointment are as follows:

1. Your Fixed Pay will be Rs.325000 per annum. Further, you will be entitled to Benefits as applicable in your grade. The components of your Fixed Pay and details of Benefits are provided in Annexure 'A' and will be governed by Company policies as amended from time to time.
2. In addition to your Fixed Pay above, you will be covered for Sales Incentive Scheme. The payout will be based on your performance and dependent on the parameters that are defined under the Sales Incentive Plan as declared by the Company from time to time.
3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you.
4. Your appointment is subject to you providing all documents and information as set forth under Annexure 'B' to the company.
5. Your date of joining with the Company will be on or before 08/04/2023.

Aditya Birla Health Insurance Co. Limited

(T) 1800 270 7000

care.health.insurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Trademark/Logo Aditya Birla Capital is owned by Aditya Birla Management Corporation

Private Limited and is used by Aditya Birla Health Insurance Co. Limited under licensed user agreement(s)

Registered Office:

9th Floor, Tower 1, One World Centre, Jupiter Mills  
Compound, 847, Senapati Bapat Marg, Eghinstone  
Road, Mumbai 400013.

CIN: U66002MH2015PLC263677

IRDA Registration No. 153





Company may, in its sole discretion, revoke this offer at any time.

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein latest by 15 days of the issuance of the letter else this appointment letter stands automatically withdrawn.

We wish you an enjoyable and rewarding association with Aditya Birla Health Insurance Company Ltd.

Sincerely,



Ankesh Amin

Head - HR, L&D and Admin  
Accepted

Agreed &

I hereby accept the above mentioned terms and conditions

{EMPLOYEE\_SIGNATURE}

Aditya Birla Health Insurance Co. Limited

(T) 1800 270 7000

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Trademark/Logo Aditya Birla Capital is owned by Aditya Birla Management Corporation Private Limited and is used by Aditya Birla Health Insurance Co. Limited under licensed user agreement(s)

Registered Office:

9th Floor, Tower 1, One World Centre, Jupiter Mills  
Compound, 841, Senapati Bapat Marg, Elphinstone  
Road, Mumbai 400013

CIN: U66000MH2015PLC263677

IRDAI Registration No: 153





**ADITYA BIRLA  
CAPITAL**



**Ulhare Rahul Balbhim**

**Employee No. 582832**

Aditya Birla Health Insurance Co. Ltd.





**TATA**

**TATA CONSULTANCY SERV**



**ARTI  
JADHAV**

Card No 190202  
Associate No 2494443

**Tata Consultancy Services Ltd.**  
TCS House, Raveline Street Fort  
Mumbai 400001 India

NAVNEET  
**TOPTECH**

A  
NAVNEET  
**FUTURETECH**  
INITIATIVE



**Rohit Balkrishna Mangalaram**  
Customer Care Engineer

Employee No: 10202065

Department: Sales

Date of Joining: 23-03-2023



**Address:**

1B, Benefice Business House,  
Mathuradas Mill Estate, 126, N. M. Joshi Marg,  
Lower Parel (W), Mumbai 400 013.

[www.navneettoptech.com](http://www.navneettoptech.com) | Tel: (022) 6280 9000

(Formerly known as eSense Learning limited)

**Bhagyashri Holidays,**  
**Ahmednagar**  
*bhagyashreeservices19@gmail.com*



Date: 3rd July 2019

**Offer Letter for Management Trainee**

Dear **Mr. Kishore A Lalge**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of **Management Trainee** for our reputed Bhagyashree Holidays based at Ahmednagar , a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **15<sup>th</sup> July 2019**.

We wish you all the best.

Thanking You

  
**For Bhagyashree Holidays**  
Authorized signatory  
BHAGYASHREE HOLIDAYS  
AHMEDNAGAR  
Cell No.8149214110/9423200384





**VENTURA**



**AKASH WADEKAR**

Rep. Code : R6393  
Blood Group : B+ve  
Contact No. : 8485850907

**Ventura Securities Limited**

178/6, Dreamland Chambers, Opp. Saraswat Bank,  
Near Zopadi Canteen, Manmad Road, Savedi,  
Ahmednagar- 414003.

Tel : +91 241 2421532

Website: [www.ventura1.com](http://www.ventura1.com)



Date : 13-Jul-2021  
RRF.No : iprocess4850

To

VISHAL RAJENDRA JOSHI,

Plot no 135 Manoday, Near Shivaji Mangal Karyalaya, Kedgaon  
Ahmednagar Maharashtra  
414001 India

Letter of Offer

Dear VISHAL RAJENDRA JOSHI,

With reference to your interview and online documentations submitted for seeking employment with the organization, we are pleased to offer you the post of **SR. EXECUTIVE** at **GRADE-10** with **i-Process Services (India) Private Limited**.

Your total emoluments shall be as per Annexure attached hereto and your date of joining shall be **14-Jul-2021**

You will report at our following client work location:

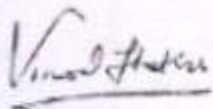
**ICICI Bank Limited, ICICI BANK LTD, A Wing Amber Plaza Building , Opp Yashwantrao Sahakar Sabharuh , Near Old ST Stand, Ahmednagar -414001 Maharashtra**

A detailed letter of appointment shall be issued to you upon your joining subject to verification of your references and other details provided by you. This letter of offer is issued to you based on the representations made by you and this offer of appointment / subsequent appointment is subject to:

- Satisfactory results of verifications and reference checks to be carried out by us. In case the Company considers that your verification / reference checks are not up to the desired level, the letter of offer / subsequent appointment letter shall automatically stands withdrawn and, even if you have joined duty, your services shall be terminated with immediate effect without any compensation notice or salary in lieu thereof.
- If you fail to join on the date specified hereinabove, **the offer shall stand withdrawn.**

You are requested to give your acceptance online to this offer letter accordingly.

For i-Process Services (India) Private Limited



Authorized Signatory





Name of the Employee VISHAL RAJENDRA JOSHI  
Date of Joining 14-Jul-2021  
Designation SR. EXECUTIVE  
Grade GRADE-10  
Location Pune

Pay Component	Monthly Amount	Annual Amount
Fixed CTC		
Gross Salary	14450	173400
Basic	9000	108000
HRA	500	6000
Conveyance Allowance	800	9600
Medical Allowance	750	9000
Supplementary Allowance	3400	40800
Retiral Other Benefits	2577	30924
Employer PF	1674	20088
Employer ESI	470	5640
Gratuity	433	5196
Total Fixed CTC	17027	204324



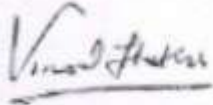


Date : 13-Jul-2021  
RRF.No : iprocess4850

JOINING SLIP

Name : VISHAL RAJENDRA JOSHI  
Date Of Birth : 27-Jul-1998  
FATHER'S NAME : Rajendra Vitthal Joshi  
PRESENT ADDRESS : Plot no 135 Manoday, Near Shivaji Mangal Karyalaya,  
Kedgaon@Ahmednagar Maharashtra 414001 India  
MOBILE NO : +91-8080636458  
JOINING DATE : 14-Jul-2021  
LOCATION : Pune  
OFFICIAL REPORTING ADDRESS : ICICI BANK LTD, A Wing Amber Plaza Building , Opp  
Yashwantrao Sahakar Sabharuh , Near Old ST Stand,  
Ahmednagar -414001 Maharashtra

For i-Process Services (India) Private Limited



Authorized Signatory



Name of the Candidate : Mr. Aditya Dnyandeo Varale  
Date of joining : 17.10.2022  
Date of Documentation : 01.10.2022 at Regional Office Pune  
Location : Ahmednagar - 1432  
Designation : JRE  
Cost to Company (CTC) per annum : Rs. 3,52,586/- (Annexure attached)

**Important Note: The following Documents must be submitted on the date of documentation without which, your Selection shall be deemed to have been Cancelled/Withdrawn**

- 1) Passport size photograph : 5 Nos. (Latest - Professional photographs only)
- 2) Employment Bond : For 2 years in the prescribed format of the Company (to be executed on Rs. 100/- Non-Judicial Stamp Paper, purchased in the name of Executants /Candidate & Notarized) along with one self attested photocopy of valid ID proof.
- 3) Undertaking : One Undertaking from well settled local persons / government employed local persons (as per Company's format) on a non-judicial stamp paper of Rs. 100/- each along with their Address proof (duly signed by the candidate) One passport size Photograph. Each page should be signed by the undertaker including ID and Address proof. The stamp paper should be notarized.
- 4) Surety Undertaking Letter : One Surety Undertaking Letter from well settled local persons / government employed local persons (as per Company's format) on a non-judicial stamp paper of Rs. 100/- each along with their Address proof (duly signed by the candidate) One passport size Photograph. Each page should be signed by the undertaker including ID and Address proof. The stamp paper should be notarized.
- 5) Copies of Certificates : 10<sup>th</sup>, 12<sup>th</sup> & Graduation are to be submitted.
- 6) Original Certificates : 10<sup>th</sup> Pass Certificate or Graduation Degree.
- 7) Aadhaar Card : Copy of Aadhaar card with DOB: - DD/MM/YYYY format.

*Varale*  
Signature of the Candidate with date 28/03/22

*[Signature]*  
Signature of Interviewer

*[Signature]*  
Signature of Approving Office

Corporate Office (N): The Muthoot Group  
M. G. George Muthoot Towers  
Alaknanda, New Delhi - 110 019  
Tel.: +91 - 11 - 4669 7777 | Website: muthootfinance.com

**The Muthoot Group - 20 Diversified Business Divisions**

Financial Services | Wealth Management | Money Transfer | Foreign Exchange | Securities | Media | Vehicle & Asset Finance  
Information Technology | Healthcare | Housing & Infrastructure | Education | Power Generation | Leisure & Hospitality  
Vehicle Loan | Plantations & Estates | Precious Metals | Housing Finance | Overseas Operations | Personal Loan | Micro Finance

**Muthoot Family - 800 years of Business Legacy**

Medical Reports for the tests prescribed (CBC, Kidney Function Test, Urine Test, Blood Sugar, Blood Pressure, HBA1C, Blood Platelet Count, ECG, ESR, Liver Function Test & Lipid Profile) -  
Only in case of candidates above 50 years of age.

9) Other terms and conditions

As per Appointment/ Placement letter which will be issued within 7 working days from the date of joining.

10) Training Program

BMs - 10 Days, CCE/Accts Staff- 11 Days, Others- 5 Days at RLC/MMA which is extendable at the sole Discretion of the Company (depending on performance during Training).

11) ESIC Facilities

Candidate offered a gross salary of Rs. 21,000/- & below must carry additional Post - Card Sized photographs with them.

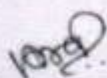
12) Salary

Salary will be applicable from the Date of Joining.

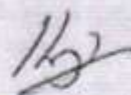
Your selection will be confirmed only after the positive CIBIL check, Background Verification and Vigilance verification report from the Background verification agency or Vigilance Department, which will be done within 15 working days from the date of joining. In case of any adverse report during the verification conducted by our Vigilance Department/BGV agency and/or in case any of your statements/representations given at the time of your interview, are found to be false, then this offer shall be deemed as null & void and withdrawn immediately. You may furnish the details of your Sureties also, at the time of your verification process by our Vigilance Department/BGV Agency.

Accommodation facility at the Company's Guest house will be provided only to outstation candidates, subject to availability and on being specifically asked by the candidate before joining. Actual TA incurred during the Training Period (only Public Transport) will be reimbursed to all outstation candidates, subject to a maximum of Rs.200/- per day. No DA will be applicable during the training period. Please note that no TA / Salary are payable, if the candidate leaves the organization during the training period.

I hereby declare that I have read and understood the terms & conditions enumerated herein above, which form part of my training/employment and I hereby confirm my unconditional acceptance of the same.


 28/09/22

Signature of the Candidate with date



Signatures of HR Dept. with date

(For internal use only)

Signatures of approving officer with date: 

[Note: \*\*This offer letter is valid only if the candidate duly abides by all the terms and conditions, as stated above.]





# YASHASWI

NEEM Trainee Reg.No. : YAS118366

Date :- 28-Jun-2022

## NEEM TRAINEE CONTRACT LETTER

To,  
Mr. Somnath Ghumare,  
At-Ahmednagar,  
Ahmednagar, Maharashtra,  
India - 414111.

Dear Mr. Somnath,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "Hoganas India Pvt Ltd,Ahamadnagar" subject to the following terms and conditions :

1. The Period of training shall be 12 months with start date 28-Jun-2021 and end date 27-Jun-2022.
2. You will be paid consolidated monthly stipend of Rs. 15,000 /-
3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).
8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee-
  - i. If you secure gainful employment (on production of copy of the appointment letter) and
  - ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
  - iii. Absent from on the job training for more than 3 days without permission.
  - iv. Any kind of disciplinary issue
  - v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.





**ADITYA BIRLA  
CAPITAL**

PROTECTING · INVESTING · FINANCING · ADVISING

1<sup>st</sup> February 2023

Rahul Ige  
H No. 5723 Papayya Galli,  
Chithale Road,  
Near Kumar Tailor  
Ahmednagar

Dear Rahul,

*Subject: Offer cum Appointment Letter*

Thank you for giving us the opportunity to meet with you and discuss possible employment with Aditya Birla Financial Shared Services Limited ("Company"). On basis of our discussion and understanding we are pleased to appoint you with the Company as "Key Relationship Officer".

The terms and conditions of your appointment are as follows:

1. Your Fixed Pay will be Rs. 3,00,000/- (Three lakhs only) per annum. Further, you will be entitled to Benefits as applicable in your grade. The components of your Fixed Pay and details of Benefits are provided in Annexure 'A' and will be governed by Company policies as amended from time to time.
2. In addition to your Fixed Pay above, you will be covered under the Loan Disbursement Processing Incentive Scheme. The payout will be based on your performance and dependent on the parameters that are defined under the Incentive Plan from time to time.
3. You will be governed as per Company's Career Progression Plan, as applicable in your grade and will be communicated to you on your joining. A copy of the same is also available on Company's intranet for perusal and understanding.
4. You will be required to provide the Company all documents and information as set forth under Annexure 'B'.
5. Your date of joining with the Company will be on or before **06-March-23**.
6. Your initial place of work will be **Ahmednagar**. The Company is a part of the Aditya Birla Group and the companies in the Aditya Birla Group are affiliates of the Company. The Company will have the right to transfer/second you, as the case may be, to any function or business group, any other location within India or overseas, or to its affiliate and subsidiary organizations, at any time in the future. While on transfer, you will be governed by the rules, regulations and service conditions of that business and location.
7. On joining, your services will deem to be under probationary review. Your services will be confirmed on successful completion of New Hire Goal sheet, as applicable in your grade and will be communicated to you on your joining. Unless your services are confirmed in writing by the Company, you will continue to be on probation.



Registered Office:

**Bhagyashri Holidays,  
Ahmednagar**

*bhagyashreeservices19@gmail.com*



BHAGYASHREE HOLIDAYS  
AHMEDNAGAR

Date: 3rd July 2019

**Offer Letter for Management Trainee**

Dear **Miss. Swati B. Mali**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of **Management Trainee** for our reputed Bhagyashree Holidays based at Ahmednagar , a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **15<sup>th</sup> July 2019**.

We wish you all the best.

Thanking You

**For Bhagyashree Holidays**

Authorized signatory

AHMEDNAGAR

Cell No.8149214110/9423200384



**Bhagyashri Holidays,**  
**Ahmednagar**  
*bhagyashreeservices19@gmail.com*



Date: 3rd July 2019

**Offer Letter for Management Trainee**

Dear **Miss. Manali Sunil Lokhande**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of **Management Trainee** for our reputed Bhagyashree Holidays based at Ahmednagar , a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **15<sup>th</sup> July 2019**.

We wish you all the best.

Thanking You

**For Bhagyashree Holidays**

**BHAGYASHREE HOLIDAYS**  
Authorized signatory  
AHMEDNAGAR  
Cell No.8149214110/9423200384



**Bhagyashri Holidays,  
Ahmednagar**

*bhagyashreeservices19@gmail.com*



Date: 3rd July 2019

**Offer Letter for Management Trainee**

Dear **Miss. Trupti SanjayLalwani**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of **Management Trainee** for our reputed Bhagyashree Holidays based at Ahmednagar , a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **15<sup>th</sup> July 2019**.

We wish you all the best.

Thanking You



**For Bhagyashree Holidays**

Authorized signatory

Cell No.8149214110/9423200384







इंस्टीट्यूट ऑफ बैंकिंग पर्सोनेल सिलेक्शन

(An autonomous body set up by Reserve Bank of India, Central Financial Institutions and Public Sector Banks)

INSTITUTE OF BANKING PERSONNEL SELECTION

(An autonomous body set up by Reserve Bank of India, Central Financial Institutions and Public Sector Banks)

इंस्टीट्यूट ऑफ बैंकिंग पर्सोनेल सिलेक्शन

असेसमेंट में, हम पर भरोसा रखना है भारत

In assessment, India trusts us

**Combined Result for Online Main Examination & Interview for Recruitment of Specialist Officers in Participating Banks-(CRP- SPL-XI) for Vacancies of 2022-23**

Name of the candidate	BHAIRAVNATH POPAT GORAKHE
Roll No.	2121002670
Registration No.	2070125239
Category	SC
Post applied for	AGRICULTURAL FIELD OFFICER (SCALE-I)
Details of Combined Score Obtained in Online Main Exam & Interview	57.00 (out of 100)

We are glad to inform you that based on your performance in the Online Main Examination and Interview, the order of preferences registered by you, vacancies furnished by Participating Banks for 2022-23, spirit of Govt. guidelines, administrative exigency etc. you have been provisionally allotted against vacancies in SC category in INDIAN BANK .

Please note:

1. The provisional allotment is subject to your fulfilling the eligibility criteria for Participating Banks and further scrutiny of relevant documents in support of your eligibility and identity (identity verification) to the satisfaction of INDIAN BANK . This does not constitute an offer of employment.
2. In case it is detected at any stage that, you do not satisfy the eligibility criteria at any stage of the recruitment process your candidature/ chance in the process shall stand forfeited.
3. If you do not avail the provisional allotment to/ offer/ appointment from the Participating Bank named above your candidature/ chance in the process shall stand forfeited.
4. The minimum qualifying marks in interview is 40% for General/EWS (35% for SC/ST/OBC/PWBD categories)
5. The weightage (ratio) of Online Main Examination and Interview is 80:20
6. Offer of appointment including terms and conditions, formalities for verification, joining etc. will be issued by the above mentioned Participating Bank in due course. Decision of Participating Banks shall be final and binding.





Dr. Vithalrao Vikhe Patil Foundation's  
**MEDICAL COLLEGE & HOSPITAL**



(Affiliated to M.U.H.S. Nashik, Recognized by M.C.I. New Delhi, NAAC Accredited A')  
Opp. Govt. Milk Dairy, Vadgaon Gupta, Post : MIDC, Ahmednagar - 414 111. (Maharashtra)

Tel:- 0241-2778042, 2777059, 2779757. Fax: 2779782 Website : www.vimsmch.edu.in Email : vims.anr@gmail.com

DVVPFA/MCHA/HRD/2023/1336.

Date: 18/04/2023

To,  
Mr. Tupe Arun Kadu  
Cottage Corner,  
Athare Patil School Road,  
Savedi, Ahmednagar.

**SUBJECT: APPOINTMENT OFFER.**

1. With reference to your application and subsequent interview, the Management is pleased to inform that, you are hereby offered the appointment as 'H.R. Assistant' in 'H.R. Department' of Dr.Vithalrao Vikhe Patil Foundation's Medical College & Hospital, Ahmednagar.
2. The detailed Appointment Order will be issued at the time of joining your duty.
3. You are requested to join your duty at the earliest.
4. This offer is valid up to 22/05/2023.



*[Signature]*  
Director (Medical)

Dr.Vithalrao Vikhe Patil Foundation,  
Ahmednagar.



May 7, 2021

Ref:HDBFS/21-22/HRIC210012/App/A50435

Mr.Amit Anil Lagad,  
Sr No-229,  
Shramsafalya Hsg Soc ,  
Khandoba Mal,  
Bhosari, Nr Vaishali Super Market ,  
Pune-411039

Dear Mr.Amit Anil Lagad,

**LETTER OF APPOINTMENT**

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

**Terms and Conditions:**

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at PUNE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.





# Klassic Wheels Limited (Unit-2)

(CIN : U29119PH1994PLC080196)

E-7 & E-8, M.I.D.C. Area, Ahmednagar, Maharashtra, India 414111.

Tel. No. : 0241-2779415, 8378972846 E-mail : kwl@kclassicwheels.com

KWL/2/SO/13098/2021

Date: 26 December 2021

To,  
Mr. Anil Vitthal Gavhane,  
At/Post- Wadgaon Gupta,  
Tal- Nagar Dist - Ahmednagar,  
Pin- 414111,  
Subj: - Appointment Letter

Dear Mr. Anil,

We are pleased to inform you that you have been selected as - **Store Officer- Store ( Dispatch ) Department** in our company as per following Terms and Conditions:-

1. You will be paid a salary of Rs. 1,30,000/- CTC per Annum. All statutory deductions will be applicable.
2. Your appointment takes effect from date of joining. Your Probation period not found satisfactory. You will be six months, depends on your performance. If performance less it will be extended for next six months. The decision of the company with regard to the extension of probation, confirmation or otherwise shall be final and binding.
3. Your initial posting will be at Klassic Wheels Ltd, Ahmednagar. You are, however, liable to be transferred to anywhere in India / posted from one work place of the Company to any other establishment / branches / related companies now in existence or that may come up in future without any additional compensation. You are also liable to be transferred from one department to another as per companies requirement. Your refusal to carry out such orders will constitute misconduct.
4. You will obligate by the rules and regulations made by the management from time to time. Company and the instructions given to time to time to you and by the management.
5. In case you wish to discontinue your services, you have to give one month notice in advance or one month salary. The Management can terminate your services by giving you Three month notice or Three month salary in lieu thereof.

Please sign the duplicate copy of this letter in token of having accepted the appointment on terms and conditions stipulated above.

We look forward for a long association with you.

Thanking you,  
Yours truly,

  
Authorized Signatory

HR DEPT

Accepted the a forsaid conditions \_\_\_\_\_





# GALENTIC TECHNOLOGIES PRIVATE LIMITED

## Trainee Agreement

Date: 06-Oct-2022

Dear Avinash Kangare,

We are pleased to offer you the position of "Trainee Software Test Engineer" with Galentic Technologies Private Limited, with effect from **Thursday, 06-Oct- 2022**.

Details of the proposed remuneration (Stipend) that would be paid during the training period and approximate Cost to Company in the subsequent period after successful completion of the training period is given below. General terms & conditions attached.

### 1. Remuneration -

- a) Trainee Stipend INR 12,500/- PM for initial 12<sup>th</sup> months from the date of joining Galentic Technologies.
- b) \*You will be eligible for revised compensation from 13<sup>th</sup> month onwards and your Cost to Company will be between of INR 1.8 LPA to 2.0 LPA. In case of exceptional performance CTC will go beyond 2.0 LPA.
- c) You will be covered under the Group Mediclaim Insurance Policy for a sum insured of INR 200,000 per annum and under Group Personal Accident Policy for a sum insured of INR 10,00,000 per annum.

\* Evaluation/Performance criteria is provided in the letter.

2. **Trainee Period/Appointment** - You will be on trainee period which will commence from the date of your joining Galentic Technologies and will last for a period of one year. On successful completion of trainee period, you will be appointed to the post of "**Software Test Engineer**" on a regular pay specified in point 1.b. However, if at any stage during trainee period, your work or any aspect of your behavior is found un-satisfactory, your Trainee Agreement will be discontinued with immediate effect, without any notice.

3. **Purpose** - Company will take the trainee on board for the trainee position, where he will initially learn by observing and working on activities assigned by in-house/client-side (On the Job) team on key projects. Trainee will have the opportunity to ask questions and company will share useful resources that will help trainee to develop in his skills. Trainee willingly agrees to undergo the specialized technical training subject to the terms and conditions of this Agreement.

### 4. Trainee's Learning Objectives

1. Software testing concepts which in effect will help the trainee to understand the principles of software testing in techniques used in practical environment.
2. On the job training – Opportunity and Experience to work on live Software Development & Testing projects. Work may be at client site or in-house.
3. Insurance Domain basics to help make aware the trainee of the various terms, terminology and details in General & Life Insurance.
4. Communication skills (Emails & Telephonic) how to interact with the Company and the Client site.

5. **Location** - You will be based in Mumbai; your services are liable to be transferred to any other department, client office or any other location anywhere in India or abroad at the sole discretion of the Management. In such events, you will be governed by the terms and conditions, as applicable at the place of transfer.





# GRIHASHA

Fullerton India Home Finance



Name: Akshay Ramesh Medhe

Employee No.: 188381

Authorizing Signature:



**Epitome Components Pvt. Ltd.**

India's leading manufacturer of printed circuit boards



**VEDANT CHHINDAM**

Department : HR

Blood Group : B-ve

DOB : 19/7/94

Mob. : 9028058503

Employee Code : 283



Date: 28 April 2019

**Offer Letter for Executive Trainee**

Dear Miss. Bhuse Rutuja Ravindra

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "Executive Trainee" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 May 2019**.

We wish you all the best.

Thanking You

  
For Bhagyashree Online Multi Services

Authorized signatory





Date: 28 April 2019

**Offer Letter for Executive Trainee**

Dear Mr. Adhav Dnyaneshwar Rajendra

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "Executive Trainee" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 May 2019**.

We wish you all the best.

Thanking You

  
For Bhagyashree Online Multi Services

Authorized signatory



Date: 28 April 2019

**Offer Letter for Executive Trainee**

Dear **Mr. Alhat Rahul Balu**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "**Executive Trainee**" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 May 2019**.

We wish you all the best.

Thanking You

  
For Bhagyashree Online Multi Services

Authorized signatory



Date: 28 April 2019

**Offer Letter for Executive Trainee**

Dear **Miss. Agale Sonali Shivaji**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "Executive Trainee" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **1 May 2019**.

We wish you all the best.

Thanking You

  
For Bhagyashree Online Multi Services

Authorized signatory



**2017-2018**

**5.2.1**

**2017-2018**

- NAAC Accredited "A" Grade Institute.
- Best Institute Award by Savitribai Phule Pune University, Pune.
- Recognized U/S 2 (f) & 12 (B) of UGC Act 1956, New Delhi.
- Approved by AICTE, New Delhi.
- Permanently Affiliated to the Savitribai Phule Pune University, Pune.
- Recipient of the 21<sup>st</sup> Dewang Mehta B School Award for the Educational Leadership 2013.

Vadgaon Gupta(Vilad Ghat), PO MIDC, Ahmednagar-414111(Maharashtra), India. Tel.: (0) 0241 - 2779558, (D)0241 - 2777899  
Telefax: 0241 - 2777682 Email: directorbmr@gmail.com Web: www.bmr.org

### Criteria Student Support and Progression

#### Key Indicator- 5.2 -Student Progression

#### NAAC Criteria Metric No: 5.2.1.1

5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years

Year	Name of student placed	Program Graduated from	Name of the Employer	Package (In INR Per annum)
2017-2018	Anekar Sagar Shriram	MBA	R. F. College of Agriculture Biotech,	2.50 LPA
2017-2018	Bhutekar Shubham Nivruttirao	MBA	Sales Officer Bajaj Housing Finance	2.50 LPA
2017-2018	Gosawi Ompuri Gajanan	MBA	elasticrum	3.50 LPA
2017-2018	Kakade Dadasaheb Mahadeo	MBA	Bharat certies ( A group Of Company of Missui & Co Ltd	2.75 LPA
2017-2018	Kangune Akshay Kalyan	MBA	FEDBANK Financial Services Ltd Credit Officer Axis Bank Pune	3.25 LPA
2017-2018	Kawade Mahendra Kisan	MBA	Process Trainee Associate IGT Solution Pvt. Ltd, Viman Nagar	3.75 LPA
2017-2018	More Suraj Dilip	MBA	Infosys Pune	3.65 LPA
2017-2018	Mr. Sambhaji Lahmage	MCA	TCS Ltd	2.78 LPA
2017-2018	Mr. Sharad Shende	MCA	Reliance Projects & Property management service Ltd	3.85 LPA
2017-2018	Mr. Vishal Galhate	MBA	English Helper	3.50 LPA
2017-2018	Mr. Akshay Vairagar	MBA	Axis Bank Ltd	2.50 LPA
2017-2018	Mr. Sandip Deshmukh	MBA	KSB Ltd	4.85 LPA
2017-2018	Mr. Avinash Garje	MBA	Meherr Dairy foods & Products Pvt Ltd	3.80 LPA
2017-2018	Mr. Shubham Karpe	MBA	Bhagyshree Holidays	1.20 LPA
2017-2018	Mr. Shriniwas Khade	MBA	Bhagyshree Holidays	1.20 LPA
2017-2018	Mr. Avinash Shingote	MBA	GK Agro And Energy Services	2.00 LPA
2017-2018	Miss Priyanka Ingle	MBA	GK Agro And Energy Services	2.00 LPA





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- Best Institute Award by Savitribai Phule Pune University, Pune.
- Recognized U/S 2 (f) & 12 (B) of UGC Act 1956, New Delhi.
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Telefax: 0241 -2777682 Email: directoribmr@gmail.com Web: www.ibmr.org

2017-2018	Mr. Prasenjeet Waghmare	MBA	GK Agro And Energy Services	2.00 LPA
2017-2018	Miss Mrunal Wagh	MBA	GK Agro And Energy Services	2.00 LPA
2017-2018	Mr. Meghraj Sudrik	MBA	GK Agro And Energy Services	2.00 LPA
2017-2018	Mr. Navnath Haral	MBA	GK Agro And Energy Services	2.00 LPA
2017-2018	Mr. Dhanraj Sapre	MBA	GK Agro And Energy Services	2.00 LPA
2017-2018	Miss Archana Unde	MBA	GK Agro And Energy Services	2.00 LPA
2017-2018	Miss Vrushali Sapre	MBA	GK Agro And Energy Services	2.00 LPA
2017-2018	Miss Ashwini Betti	MBA	Government of Maharashtra	3.80 LPA
2017-2018	Mr. Kundan Rasal	MBA	Maersk Gobal Service	4.00 LPA
2017-2018	Miss Swati Karale	MBA	S A G Br Si Santha Maryadit	1.20 LPA
2017-2018	Miss Tejaswini Patekar	MBA	S A G Br Si Santha Maryadit	1.20 LPA
2017-2018	Miss Niharika Nikhubh	MBA	S A G Br Si Santha Maryadit	1.20 LPA
2017-2018	Miss Tejshree Pawar	MBA	S A G Br Si Santha Maryadit	1.20 LPA
2017-2018	Miss Vaishnavi Kohale	MBA	S A G Br Si Santha Maryadit	1.20 LPA
2017-2018	Miss Yogita Ambade	MBA	S A G Br Si Santha Maryadit	1.20 LPA
2017-2018	Miss Vrushali Zine	MBA	S A G Br Si Santha Maryadit	1.20 LPA
2017-2018	Miss Joyti Shelar	MBA	S A G Br Si Santha Maryadit	1.20 LPA



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Vadgaon Gupta(Vilad Ghat), PO MIDC, Ahmednagar-414111(Maharashtra), India. Tel.: (0) 0241 - 2779558, (D) 0241 - 2777899  
Telefax: 0241 - 2777662 Email: directorbmr@gmail.com Web: www.ibmrd.org

2017-2018	Mr. Aniket Kolekar	MBA	Cosmos Films Ltd	4.50 LPA
2017-2018	Mr. Deepak Kalhapure	MBA	Finolex Plasson Industries Pvt Ltd	3.50 LPA
2017-2018	Mr. Kailas Kharse	MBA	e- Infochips Pvt Ltd	3.80 LPA
2017-2018	Mr. Santosh N Bangar	MBA	HDFC Sales Ltd	2.80 LPA
2017-2018	Mr. Saurabh P Bangar	MBA	Britaniya Ltd	5.00 LPA
2017-2018	Mr. Shriram Bangar	MBA	Samarth Life Sciences Pvt Ltd	2.99 LPA
2017-2018	Mr. Mahesh Narwade	MBA	Piramal Finace	3.50 LPA
2017-2018	Mr. Dadasaheb Sonawane	MBA	Sundaram Finace Ltd	2.50 LPA
2017-2018	Mr. Gaurav Chauhan	MCA	Inecom Technology Pvt Ltd	4.00 LPA
2017-2018	Mr. Mule Amol Rambhaji	MBA	Bhagdashree Online services	1.20 LPA
2017-2018	Mr. Ghodke Sagar Ashok	MBA	Bhagdashree Online services	1.20 LPA
2017-2018	Mr. Rokade Bharat Dagdu	MBA	Bhagdashree Online services	1.20 LPA



Dr. Sanjay Dharmadhikari  
Director, IBMRD



Empowering Minds Since 1986



PROGRESSIVE EDUCATION SOCIETY'S

**MODERN COLLEGE OF  
ART'S, SCIENCE & COMMERCE**

Ganeshkhind, Pune - 411016.  
Tel No. : 91 20 25634021/25650191

**STAFF IDENTITY CARD**



**ANEKAR SAGAR SHRIRAM**

**Asst. professor**



\* 0 2 2 2 3 3 \*

Principal

[www.moderncollegegh.org](http://www.moderncollegegh.org)

18





**BAJAJ  
FINSERV**



**Shubham Nivruttirao  
Bhutekar**

**BAJAJ HOUSING FINANCE LIMITED**



**elasticrun**

NETWORK OF POSSIBILITIES



**Ompuri Gosavi**

**CON-01928**



Ref.: BACL/HR-HO/05/2021/15

Dated. May 31<sup>st</sup> ,2021

**Mr. Dadasaheb Mahadeo Kakade**  
S/o Sh. Mahadeo Namdeo Kakade  
Kakadwadi Post Pimpla,  
Tal Ashti , Distt- Beed  
PIN- 41420  
Maharashtra

Sub. : LETTER OF INTENT.

Dear Mr. Dadasaheb Mahadeo Kakade ,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of "Business Executive" in our organization on terms & conditions and monthly salary as agreed with you.


You are required to report for duty at "Ahmednagar" HQ on or before **15<sup>th</sup> June'2021**. The formal appointment letter will be issued to you on your joining the duty. At the time of joining you are requested to submit the following documents: -

1. Service Certificate/Relieving Letter from your previous employer (if applicable)
2. Following declaration / nomination forms duly completed: -
  - a. Nomination under Group Personal Accident Insurance Policy.
  - b. Declaration & nominations / Transfer of PF A/c under EPF/EFPS (Form - 2 & 11).
  - c. Declaration & nominations under ESI Act (Form - 1)
  - d. Nomination under Gratuity Scheme (Form-F) in duplicate.
3. Three color passport size photographs.
4. UAN Card/Number
5. Photocopy of AADHAR Card
6. Photocopy of PAN Card
7. Performa of joining letter.
8. Photocopies of All Educational and Professional Certificates.

Thanking you,

Yours faithfully,

For Bharat Certs Agriscience Ltd



**Dharmesh Gupta**  
Managing Director



**Private & Confidential**

Ref: BCA/HR/2022-23/FL-114  
2022

Dated – 28th July'

Name: Dadasaheb Mahadeo Kakade  
Desig: Business Executive  
Emp. Code: BILSD02362  
H.Q.: Ahmednagar

**Subject: Increment Letter**

Dear Dadasaheb Mahadeo Kakade,

**Congratulations!**

The management is proud to share the completion of yet another successful year of operation of Bharat Certis AgriScience Limited. This has further strengthened our belief in reaching the zenith by a unidirectional team approach and sheer individual commitment.

In recognition of your performance and contribution to the organization during the period of FY 2021-22, the Management is pleased to inform you that your annual gross salary has been increased from Rs. 626532/- to Rs. 670908/- based on your performance as well as Company's last year's performance, w.e.f. 01.04.2022.

Accordingly, your Sales Incentive for FY 2021-22 is Rs. 43074/-. All calculations have been done on pro-rata basis. Your salary is accordingly revised and restructured as per the attached Annexure-A.

The other terms and conditions of the employment will remain the same as per the appointment letter. Your salary details are strictly private and confidential and details in this letter must not be disclosed and discussed with others.

We are confident that you will rise to the challenge and pool your energies, competencies, and commitment to achieve further heights.

We wish you all the best.

"Let us grow together"

For BHARAT CERTIS AGRISCIENCE LIMITED



(DHARMESH GUPTA)  
MANAGING DIRECTOR



## Annexure A Compensation Structure

<b>Name: Dadasaheb Mahadeo Kakade</b>		<b>E. Code: BILSD02362</b>	
<b>Details of Benefit/Components</b>		<b>Per Month (Rs.)</b>	<b>Per Annum (Rs.)</b>
<b>Salary Components</b>			
Basic		27955	335460
HRA		13978	167736
Attire Allowance		2000	24000
Special Allowance		11976	143712
<b>Total Gross Salary (A)</b>	<b>(A)</b>	<b>55909</b>	<b>670908</b>
<b>Retirals /Tax Benefits/Contribution</b>			
EPF (Company Contribution)		1800	21600
Statutory Bonus/Ex-gratia#		1400	16800
Gratuity**		1345	16140
Group Medi-claim & GPA		1000	12000
<b>Total Retiral Benefits (B)</b>	<b>(B)</b>	<b>5545</b>	<b>66540</b>
<b>Total Fixed CTC</b>	<b>(A+B)</b>	<b>61454</b>	<b>737448</b>
<b>Annual Incentive (2020-21)</b>			
Sales Incentive* @7.5% of Annual Gross Salary			50318
<b>Total Performance Linked Incentive (C)</b>	<b>(C)</b>		<b>50318</b>
<b>Total Potential CTC per annum</b>	<b>(A+B+C)</b>		<b>787766</b>
<p>* To be paid out based on rating as per Annual Performance Review System.</p> <p>** Gratuity shall be payable as the provisions of the gratuity Act-1972</p> <p>Note - Perks reimbursement as per respective policies</p> <p>#Statutory Bonus/Ex-gratia will be paid as per provisions of the Payment &amp; Bonus Act-1965</p>			



**FEDBANK**  
FINANCIAL SERVICES LIMITED



**Akshay Kalyan Kangune**

Emp. Code : 16517

Blood Group : O+

A handwritten signature in black ink, consisting of a stylized 'A' followed by a horizontal line and a vertical stroke with a hook.

Authorized Signatory

19



**Mobile programming**



Name : Mahendra Kisan Kawade  
Emp Code : MPPL/PN/22/1271  
Designation : Software Developer  
Location : Pune  
Blood Group : B+ve  
Valid From : 09th May 2022  
Valid Till : 08th May 2023  
Contact : 9561977755

A handwritten signature in blue ink, appearing to read 'M.K. Kawade'.

Authorised Signatory



HRD/InfosysBPO/11081606

31-March-17

Mr. Suraj Dilip More

Plot No-11, Abhilasha, Nav Maharashtra Housing Society  
Taware Colony, Near Akshar Garden,  
Parwati  
India

Ph: 9766650640

**STRICTLY PRIVATE & CONFIDENTIAL**

Dear Suraj Dilip More,

We refer to your application for employment and the subsequent interview you had with Infosys BPO Limited ("the Company"). We are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer and to you being medically fit.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	:	Process Executive
b) Role designation	:	Senior Process Executive
c) Job Level	:	2A
d) Date of Joining	:	03-April-17
e) Location of Posting	:	Pune STP
f) Gross Salary per month	:	Rs. 22500/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

We are pleased to inform you that you will be additionally covered under "Infosys Performance & Loyalty 2.08 Plan", upon completion of a minimum of 18 months with Infosys BPO Limited. Your compensation will also be revised on achievement of this milestone to INR 208,000 subject to fulfilling the conditions laid out in the policy.

**I. Voice and Shift Allowances**

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working on a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

\_\_\_\_\_  
Sign your name





23-MAY-2022

Letter Of Appointment

To,  
Mr. Sambhaji Lahamage  
TCS - Pune

Dear Mr. Sambhaji,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/EP2021CN699964/- Pune/1759218 dated 19-Feb-2022 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as Systems Engineer in Grade C1 with effect from 23-MAY-2022.

Your Associate number is 2328588.

I take this opportunity to extend you a warm welcome to the TCSL Family!

Yours sincerely,  
For TATA Consultancy Services Limited

GIRISH V NANDIMATH  
Global Head – Talent Acquisition

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
TCS House, Ravetia Street, Fort, Mumbai 400 001, Maharashtra, India  
Tel: 91 22 6772 8999 Fax: 91 22 6728 3900 website: www.tcs.com  
Registered Office: Wheel Building, 26 Floor, Nariman Point, Mumbai 400 021

TCS Private & Confidential



Date: 26 May 2022

Ref No: 5171/80014435/30014827/260522/1238

Dear Sharad Shende,

**Offer of Employment**

We are delighted to offer you employment into Rel Pro & Prop ManSer Ltd in the position of Exec2 IT - S&T Full Stack Developer, at level J based at Reliance Corporate Park subject to the terms set out in this letter. Your joining date will be 07/06/2022.

**Documentation**

In addition to this offer letter, please find appended:

- A compensation term sheet
- Components of Compensation
- Terms and conditions
- Other applicable paperwork based upon your specific needs

You are required to read these before you commence your employment.

As mentioned above, your initial posting will be at Reliance Corporate Park. During employment with the Company, you may be posted at any other location in India or abroad at any Reliance Group Company without any additional compensation.

Please note that all the compensation, benefits and assistance set out in the attached appendices are not contractual and can be varied, replaced or withdrawn at any time at the Company's absolute discretion.

We would also like to draw your particular attention to our Values and Behaviours. We have six values that express our shared understanding of what we believe, how we aim to behave and what we aspire to be as an organisation. Our values are about delivering customer value, having an ownership mind-set, showing respect and integrity, pursuing excellence and being one team.

**Conditions of the offer**

This offer of employment is subject to you completing the following requirements 1-4 and providing all of the below information and documentation requested **BEFORE** you commence employment with us. All information / documentation submitted by you will be considered as submitted on your own freewill and consent. We reserve the right to withdraw our offer of employment/ terminate your employment with us without assigning any reason whatsoever thereof, or delay your joining date if you do not provide the required information and documentation within the required timelines or if during this process you intentionally leave out any information or provide any information which is inaccurate or untrue.

1. Confirming your acceptance of this offer of employment, **within two weeks** of the date of this letter as detailed below in Next Steps. By confirming your acceptance, you are also confirming that you do not have any legal or other restrictions that prevent you from commencing employment with us. This includes any outstanding obligations that you may owe to your current/previous employer.
2. Providing evidence (such as your passport, national identity card or work permit) of being entitled to live and work in India for RIL.
3. Clearing the employment reference checks, background checks, medical checks and receiving satisfactory reports.
4. Providing (what the company considers appropriate) evidence of your qualifications if requested.

**(This letter is computer generated and does not necessarily require a signature)**

Date: 26 May 2022

Page 1 of 20

Reliance Projects & Program Management Services Limited  
Registered Office: Office 104, Building No. 10, Corporate Park, Phase-1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000



**Next Steps**

This offer will remain valid for two weeks from the date of this letter, after which time it will lapse. In the next two weeks, we request that you contact your Recruiter, Vinod S Nair as soon as possible to discuss our offer and if you have any other questions about joining our organization.

Please then confirm your acceptance of this offer by clicking "Accept" button online. Please also return any additional documents requested at 1-4 above and any other documents you are requested to send to us by the two week deadline.

This offer is confidential and you must not discuss this or disclose any documentation related to it with anyone other than your immediate family. Any disclosure of the details of this offer to a third party other than your immediate family may result in withdrawal of the offer.

We very much hope you will accept this offer of employment and look forward to welcoming you to the Company.

Yours sincerely,

Nikhil Zermite (Authorised Business Partner)

M: 99700 00584



# चॉइस

# Choice

The Joy of Earning

STOCK MARKET | MUTUAL FUNDS | INSURANCE | LOAN

12<sup>th</sup> July 2022

Vishal Galate  
House No.3-5-2, Juna Mondha,  
Bhavaninagar Road,  
Behind Zone-3, Aurangabad-412307  
Mb: +91 9828791464  
Email: vishalgalate20@gmail.com

## SUB: CONTRACT AGREEMENT

Dear Vishal,

As per discussions with our **Vice President and Chief Operating Officer, Mr. Varun Damodar**, we are pleased to confirm your engagement with English Helper Education Technologies Pvt Ltd (EH) as a **Consultant** with effect from 18<sup>th</sup> July, 2022.

1. **Term:** Your engagement with EH will be effective from 18<sup>th</sup> July, 2022 and till 17<sup>th</sup> January, 2023 to be reviewed for renewal thereafter.
2. **Responsibilities:** You will be engaged with EH as a Consultant and undertake services that may be assigned to you. You will be required to carry out the same effectively and in accordance with the specified protocols, processes and quality standards of EH.
3. **Location & Availability:** Your place of work shall be Nashik, Maharashtra. During your engagement, you may have to travel to serve at any of the Company's other Projects in India. You will be required to abide by the policies established by the company.
4. **Reporting:** You will coordinate and work with Mr. Varun Damodar or any other person nominated by him.
5. **Fees:** In consideration of the services rendered by you, we will pay you a fee of Rs. 25,000/- (Rupees Twenty Five Thousand Only) per month add applicable tax. You will be required to submit your invoice for fees in such format and per the frequency as maybe prescribed by EH from time to time.

The fees payable shall be subject to deduction of taxes at such rates as applicable from time to time. The company assumes no responsibility for your personal tax affairs. It shall be your responsibility to file tax returns with the appropriate authorities.



English Helper Education Technologies  
Private Limited  
Suite # 323, Vikas Surya Shopping Mall  
Mangalam Place, Sector-3, Rohini  
New Delhi 110085 INDIA



info@englishhelper.com



+91 (11) 47085970



CIN No : U72502DL2008PTC182082



www.englishhelper.c

*V Galate*



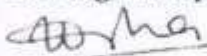
# EnglishHelper

termination of this Agreement you shall remain bound not to divulge or communicate any confidential information about EH to any outside party nor shall you use the same in any manner which proves to be detrimental to the business interest of EH. You agree that you will not for a period of 6 months after the termination/ cessation of your agreement, without the prior written consent of EnglishHelper, either alone or jointly with or on behalf of any person, directly or indirectly, in connection with the carrying on of any business in competition with EnglishHelper, canvass, solicit or approach for orders any person with whom you have had dealings during the course of retainer ship with EnglishHelper. Nor shall you solicit, procure retainer ship or work with our direct competitors, entice away from EnglishHelper any individual employed by the EnglishHelper and with whom you had material contact by virtue of your retainer ship in the 12 months period preceding termination/ cessation of your retainer ship.

15. **Representation:** You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this Agreement or from performing your duties and providing services under this contract on the terms and condition contained herein.

With Best Wishes,

**For English Helper Education Technologies Pvt. Ltd.**



(Usha Kumar)

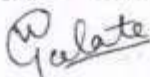
**Vice President and Chief Customer Operations**

I have read the contents of this offer; And I agree and accept the terms and conditions of the offer.

Name & Signature:

Date 16-07-2022

Vishal Galate



English Helper Education Technologies  
Private Limited  
Suite # 323, Vikas Surya Shopping Mall  
Mangalam Place, Sector-3, Rohini  
New Delhi 110085 INDIA



info@englishhelper.com



+91 (11) 47085970

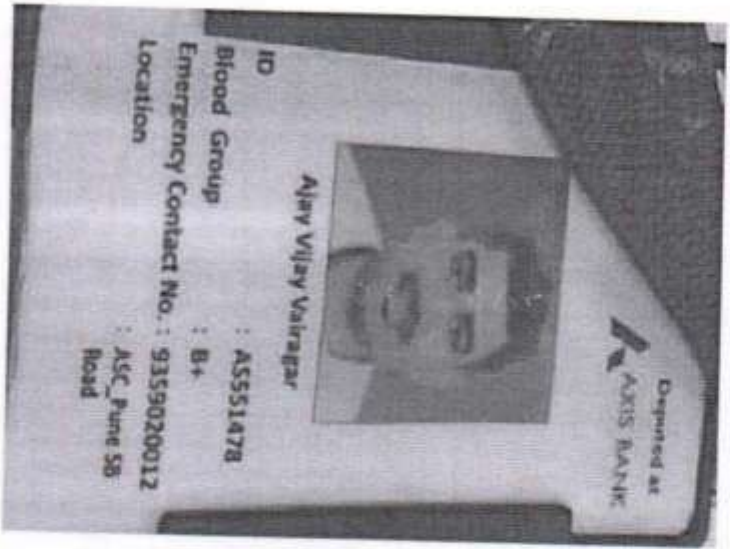


CIN No : U72502DL2008PTC182082



www.englishhelper.c





Relationship Officer.



KSB b.



Mr. Sandip Deshmukh

Emp. No : 2906170

Division : Foundry

Blood Gr : B+

Authorised Signatory

KSB Limited

Vambori Tal. Rahuri,

Dist: Ahmednagar-413704

Purchase Manager





Meheraa Dairy Foods And Products Pvt. Ltd.

**IDENTITY CARD**



Name : Avinash Babu Garje

Department : Quality

ID Number : 90017

Contact No. : 9403904151 / 8956311399

Blood Group : O+ve

Authorized Signatory

Essential Service (Dairy)

2016-18.





**Bhagyashri Holidays,**  
**Ahmednagar**  
*bhagyashreeservices19@gmail.com*



Date: 29<sup>th</sup> May 2018

**Offer Letter for Management Trainee**


Dear **Mr. Shubham S. Karpe**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of **Management Trainee** for our reputed Bhagyashree Holidays based at Ahmednagar , a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **4<sup>th</sup> June 2018**.

We wish you all the best.

Thanking You

  
**For Bhagyashree Holidays**  
Authorized signatory

**BHAGYASHREE HOLIDAYS**  
AHMEDNAGAR  
Cell No.8149214110/9423200384



**Bhagyashri Holidays,**  
**Ahmednagar**  
*bhagyashreeservices19@gmail.com*



Date: 29<sup>th</sup> May 2018

**Offer Letter for Management Trainee**

Dear **Mr. Shrinivas B. Khade**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of **Management Trainee** for our reputed Bhagyashree Holidays based at Ahmednagar , a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **4<sup>th</sup> June 2018**.

We wish you all the best.

Thanking You

**For Bhagyashree Holidays**

Authorized signatory **IDAYS**  
AHMEDNAGAR  
Cell No.8149214110/9423200384





# GK Agro and Energy Services

Mfg. & Suppliers of Biomass Briquettes and Agro Products

Address: Savedi, Ahmednagar 414003/Nerul, Navi Mumbai 400706  
Contact: 9403781369 Email: gkagroservices18@gmail.com

Ref: Employment

Date: 1<sup>st</sup> August 2019

## Offer letter

**Dear Avinash Shingote**

After your successful interview with us, it is our pleasure to inform you that, you are selected for the post of **"Junior Floor Officer"** at our Ahmednagar out let. It is advised that, you keep your original document for verification (SSC marks Sheet, HSC Marks Sheet, Graduation Marks sheet and degree, on or before 5<sup>th</sup> August 2019 in Office by 11.00 am.

You are offered package of Rs 2 LPA with CTC. Other terms & conditions of service are implied upon you.

Wishing long term association

Yours truly,  
Authorized Signatory

For GK AGRO AND ENERGY SERVICES  
Proprietor





# GK Agro and Energy Services

Mfg. & Suppliers of Biomass Briquettes and Agro Products

Address: Savedi, Ahmednagar 414003/Nerul, Navi Mumbai 400706

Contact: 9403781369 Email: gkagroservices18@gmail.com

Ref: Employment

Date: 12<sup>th</sup> October 2018

## Offer letter

**Dear Miss. Priyanka Ingle**

After your successful interview with us, it is our pleasure to inform you that, you are selected for the post of **"Junior Officer (Logistics) "** at our Ahmednagar out let . It is advised that, you keep your original document for verification (SSC marks Sheet, HSC Marks Sheet, Graduation Marks sheet and degree, on or before 15<sup>th</sup> October 2018 in Office by 11.00 am.

You are offered package of Rs 2 LPA with CTC. Other terms & conditions of service are Implied upon you.

Wishing long term association

Yours truly,  
Authorized Signatory

For GK AGRO AND ENERGY SERVICES

Proprietor





# GK Agro and Energy Services

Mfg. & Suppliers of Biomass Briquettes and Agro Products

Address: Savedi, Ahmednagar 414003/Nerul, Navi Mumbai 400706

Contact: 9403781369 Email: gkagroservices18@gmail.com

Ref: Employment

Date: 12<sup>th</sup> September 2019

## Offer letter

**Dear Mr. Prasenjeet Waghmare**

After your successful interview with us, it is our pleasure to inform you that, you are selected for the post of **"Junior Officer (Logistics) "** at our Ahmednagar out let . It is advised that, you keep your original document for verification (SSC marks Sheet, HSC Marks Sheet, Graduation Marks sheet and degree, on or before 15<sup>th</sup> September 2019 in Office by 11.00 am.

You are offered package of Rs 2 LPA with CTC. Other terms & conditions of service are Implied upon you.

Wishing long term association

Yours truly,  
Authorized Signatory

FOR GK AGRO AND ENERGY SERVICES  
  
Proprietor





# GK Agro and Energy Services

Mfg. & Suppliers of Biomass Briquettes and Agro Products

Address: Savedi, Ahmednagar 414003/Nerul, Navi Mumbai 400706

Contact: 9403781369 Email: gkagroservices18@gmail.com

Ref: Employment

Date: 12<sup>th</sup> September 2019

## Offer letter

**Dear Miss Mrunal Wagh**

After your successful interview with us, it is our pleasure to inform you that, you are selected for the post of **"Junior Officer (Accounts) "** at our Ahmednagar out let . It is advised that, you keep your original document for verification ( SSC marks Sheet, HSC Marks Sheet, Graduation Marks sheet and degree, on or before 15<sup>th</sup> September 2019 in Office by 11.00 am.

You are offered package of Rs 2 LPA with CTC. Other terms & conditions of service are Implied upon you.

Wishing long term association

Yours truly,

Authorized Signatory

For GK  


SERVICES

Proprietor





# GK Agro and Energy Services

Mfg. & Suppliers of Biomass Briquettes and Agro Products

Address: Savedi, Ahmednagar 414003/Nerul, Navi Mumbai 400706

Contact: 9403781369 Email: gkagroservices18@gmail.com

Ref: Employment

Date: 1<sup>st</sup> August 2019

## Offer letter

**Dear Meghraj Sudrik**

After your successful interview with us, it is our pleasure to inform you that, you are selected for the post of **"Junior Floor Officer"** at our Ahmednagar out let . It is advised that, you keep your original document for verification ( SSC marks Sheet, HSC Marks Sheet, Graduation Marks sheet and degree, on or before 5<sup>th</sup> August 2019 in Office by 11.00 am.

You are offered package of Rs 2 LPA with CTC. Other terms & conditions of service are Implied upon you.

Wishing long term association

Yours truly,  
Authorized Signatory

FOR GK AGRO AND ENERGY SERVICES

Proprietor





# GK Agro and Energy Services

Mfg. & Suppliers of Biomass Briquettes and Agro Products

Address: Savedi, Ahmednagar 414003/Nerul, Navi Mumbai 400706

Contact: 9403781369 Email: gkagroservices18@gmail.com

Ref: Employment

Date: 1<sup>st</sup> August 2019

## Offer letter

**Dear Navnath Haral**

After your successful interview with us, it is our pleasure to inform you that, you are selected for the post of **"Junior Floor Officer"** at our Ahmednagar out let. It is advised that, you keep your original document for verification (SSC marks Sheet, HSC Marks Sheet, Graduation Marks sheet and degree, on or before 5<sup>th</sup> August 2019 in Office by 11.00 am.

You are offered package of Rs 2 LPA with CTC. Other terms & conditions of service are implied upon you.

Wishing long term association

Yours truly,

Authorized Signatory

For GK AGRO AND ENERGY SERVICES

Proprietor







# GK Agro and Energy Services

Mfg. & Suppliers of Biomass Briquettes and Agro Products

Address: Savedi, Ahmednagar 414003/Nerul, Navi Mumbai 400706

Contact: 9403781369 Email: gkagroservices18@gmail.com

Ref: Employment

Date: 1<sup>st</sup> August 2019

## Offer letter

**Dear Dhanraj Sapre**

After your successful interview with us, it is our pleasure to inform you that, you are selected for the post of **"Junior Floor Officer"** at our Ahmednagar out let. It is advised that, you keep your original document for verification (SSC marks Sheet, HSC Marks Sheet, Graduation Marks sheet and degree, on or before 5<sup>th</sup> August 2019 in Office by 11.00 am.

You are offered package of Rs 2 LPA with CTC. Other terms & conditions of service are implied upon you.

Wishing long term association

Yours truly,  
Authorized Signatory

GK AGRO AND ENERGY SERVICES

Proprietor





# GK Agro and Energy Services

Mfg. & Suppliers of Biomass Briquettes and Agro Products

Address: Savedi, Ahmednagar 414003/Nerul, Navi Mumbai 400706

Contact: 9403781369 Email: gkagroservices18@gmail.com

Ref: Employment

Date: 12<sup>th</sup> September 2019

## Offer letter

**Dear Miss Archana Unde**

After your successful interview with us, it is our pleasure to inform you that, you are selected for the post of **"Junior Officer"** at our Ahmednagar out let . It is advised that, you keep your original document for verification (SSC marks Sheet, HSC Marks Sheet, Graduation Marks sheet and degree, on or before 15<sup>th</sup> September 2019 in Office by 11.00 am.

You are offered package of Rs 2 LPA with CTC. Other terms & conditions of service are Implied upon you.

Wishing long term association

Yours truly,  
Authorized Signatory

For GK AGRO AND ENERGY SERVICES

Proprietor





# GK Agro and Energy Services

Mfg. & Suppliers of Biomass Briquettes and Agro Products

Address: Savedi, Ahmednagar 414003/Nerul, Navi Mumbai 400706

Contact: 9403781369 Email: gkagroservices18@gmail.com

Ref: Employment

Date: 12<sup>th</sup> September 2019

## Offer letter

**Dear Miss Vrushali Sapre**

After your successful interview with us, it is our pleasure to inform you that, you are selected for the post of **"Junior Officer"** at our Ahmednagar out let. It is advised that, you keep your original document for verification (SSC marks Sheet, HSC Marks Sheet, Graduation Marks sheet and degree, on or before 15<sup>th</sup> September 2019 in Office by 11.00 am.

You are offered package of Rs 2 LPA with CTC. Other terms & conditions of service are Implied upon you.

Wishing long term association

Yours truly,

Authorized Signatory

FOR GK AGRO AND ENERGY SERVICES  
  
Proprietor



महाराष्ट्र शासन



**GOVERNMENT OF MAHARASHTRA**  
**LAW & JUDICIARY DEPARTMENT**  
**DISTRICT & SESSIONS COURT, AHMEDNAGAR**



Name : **ASHWINI BHUMANAND BETTI**

Designation : **JUNIOR CLERK**

Employee Code : **HCDABBF9501**



*Handwritten initials*

*Handwritten signature*

(M. V. Kurtaadikar)  
District Judge-1 & Additional

GOVERNMENT OF MAHARASHTRA



# Pune GSC

## Emergency Contacts

Office Emergency no - +91 20 66018001/02

Medical Health Care	+91 20 66018034
Site BCP Manager	+91 9168639364
Site Safety Officer	+91 9168639364
Site Facilities Manager	+91 8007311723
Site Facilities Helpdesk	+91 20 67077400
Transport Helpdesk	+91 20 66018092
	+91 7767803174

This card is non-transferable and must be surrendered upon termination of employment or resignation. If found please return to:

**Maersk Global Service Centres (I) Pvt.Ltd.**

Weikfield IT-City Infopark,  
D-Building, 7th floor,  
Nagar road, Vimannagar,  
Pune -411014,  
Maharashtra, India  
Tel: +91-20-66018001/02.





नोंपती क्र. : अ. अं. अ. / अ. अं. अ. / सी. अ. / २२३९ - दि. २९/०९/२०१८

**श्री अंबिका ग्रामीण बिगरशेती सह. पतसंस्था मर्या.**

मु. पो. नवनागापूर, एम.आय.डी.सी., अहमदनगर.

श्री. अर्जुन भगवंत रोहोकरले  
चेअरमन

श्री. भागचंद रामभाऊ दुकळे  
एच. वैअरमन

श्री. रमेश गंगाराम निमसे  
सचिव

जा. क्र. :

दिनांक : / / २०१८



Ref: Job Offer

Date: 25/09/2018

**To Whom so ever it may concern**

This is to certify that, Mrs Swati Karale is working as Manager Credit in our organization from 1<sup>st</sup> October 2018 to till date.

This certificate is issued for identify purpose only

Authorized Signatory

  
श्री. अंबिका ग्रा. बिगरशेती सह. पतसंस्था मर्या.  
पनोरमा कॉलनी, नवनागापूर, टा. बि. अ. नगर





नोंदणी क्र. : अ. अम. आर. / अ. अम. आर. / मी. आर. / ४८३९ - दि. २९/०९/२०१७

**श्री अंबिका ग्रामीण बिगरशेती सह. पतसंस्था मर्या.**

मु. पो. नवनागापूर, एम. आच. डी. सी., अहमदनगर.

श्री. अर्जुन भगवंत रोहोकरले  
चेअरमन

श्री. भागवंत रामभाऊ दुकळे  
व्हा. चेअरमन

श्री. रमेश मंगाराम गिमाटे  
प्रबन्धक

आ. क्र. :

दिनांक : / / २०१८



Ref: Job Offer

Date: 25/09/2018


**To Whom so ever it may concern**

This is to certify that, Miss Tejaswini Patekar is working as Junior  
Collection officer in our organization from 1<sup>st</sup> October 2018 to till date.

This certificate is issued for identify purpose only

Authorized Signatory

For

  
श्री अंबिका ग्रा. बिगरशेती सह. पतसंस्था मर्या.  
मनोरमा कौतनी, नवनागापूर, ता. नि. अ. नगर





बोदणी क्र. : जे.जेव.आर./जे.जेव.आर./सी.आर./४८३९ - वि. २२/०९/२०१८

# श्री अंबिका ब्रामीण बिगरशेती सह. पतसंस्था मर्या.

मु. पो. नवनागापूर, एम.आय.डी.सी., अहमदनगर.

श्री. अर्जुन भगवंत रोहोकले  
चेअरमन

श्री. भागवंत रामभाऊ कुळकर्णे  
वृत्त. चेअरमन

श्री. स्वेश गंगाराम निमरो  
सचिव

जा. क्र. :

दिनांक : / / २०१८



Ref: Job Offer

Date: 25/09/2018

## To Whom so ever it may concern

This is to certify that, Miss Niharika Nikumbh is working as Junior  
Collection officer in our organization from 1<sup>st</sup> October 2018 to till date.

This certificate is issued for identify purpose only

Authorized Signatory

For

  
श्री अंबिका ब्र. बिगरशेती सह.पतसंस्था मर्या.  
मनोरमा कौतनी, नवनागापूर, ता. वि. अ.नगर







गोपनी क्र. : अ. अ. अ. / अ. अ. अ. / सी. अ. अ. / ५८३५ - वि. ५१८०९/५१९३

## श्री अंबिका ग्रामीण बिगरशेती सह. पतसंस्था मर्या.

सु. पो. नवनागापूर, एम. आघ. डी. सी., अहमदनगर.

श्री. अर्जुन भणवत रोडोकरे  
सं. वरपण

श्री. धनवंत रामचंद्र तुळके  
सा. वरपण

श्री. रमेश गंगाराम गिजरी  
सोपान

पत्र. क्र. :

दिनांक : / / २०१८



Ref: Job Offer

Date: 25/09/2018

### To Whom so ever it may concern

This is to certify that, Miss Tejashri B Pawar is working as Junior  
Collection officer in our organization from 1<sup>st</sup> October 2018 to till date.

This certificate is issued for identify purpose only

Authorized Signatory

For

श्री अंबिका ग्र. बिगरशेती सह. पतसंस्था मर्या.  
मनोला कॉलनी, नवनागापूर, ता. वि. अ. नगर



नोंकनो अ. १ अे अेन अर. / अे अेन अर. / सी. अर. / २०१८ - दि. २९/०९/२०१८

## श्री अंबिका ग्रामीण बिगरशेती सह. पतसंस्था मर्या.

मु. पो. नवनागापूर, एम. आय. डी. सी., अहमदनगर.

श्री. अर्जुन भगवंत रोहोकरले  
वेअरमन

श्री. भागचंद रामभाऊ दुसळे  
का. वेअरमन

श्री. रमेश मंगलराव निमरी  
तथिय

जा. अ. १

दिनांक : / / २०१८



Ref: Job Offer

Date: 25/09/2018

### To Whom so ever it may concern

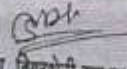
This is to certify that, Miss Vaishnavi Kohle is working as officer

Credit in our organization from 1<sup>st</sup> October 2018 to till date.

This certificate is issued for identify purpose only

Authorized Signatory

For

  
श्री अंबिका ग्र. बिगरशेती सह. पतसंस्था मर्या.  
फ्लोरेवा कॉलनी, नवनागापूर, ता. जि. अ. नगर





सौंपणी क्र. : अ.अ.प.जा. /अ.अ.प.जा. /सी.आ. /४८३५ - दि. २५/०९/२०१८

**श्री अंबिका ग्रामीण बिगरशेती सह. पतसंस्था मर्या.**

मु. पो. नवनागापूर, एम.आय.डी.सी., अहमदनगर.

श्री. अर्जुन भागवत रोहोफले  
चेअरमन

श्री. भाग्यदेव चतुर्भाऊ दुर्गाडे  
व्हा. चेअरमन

श्री. स्वप्ना गंगाधर निपरो  
अधिका

ज. अ. :

दिनांक : / /२०१८



Ref: Job Offer

Date: 25/09/2018

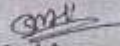
**To Whom so ever it may concern**

This is to certify that, **Miss Yogita Ambade** is working as officer collection in our organization from 1<sup>st</sup> October 2018 to till date.

This certificate is issued for identify purpose only

Authorized Signatory

For

  
श्री अंबिका ग्रा. बिगरशेती सह.पतसंस्था मर्या.  
पत्तोः पो. नवनागापूर, ता. वि. अ. नगर





नोंदणी क्र. : अ.अम.आम./अ.सेम.आम./सी.आम./४८३१ - दि. २२/०६/२०१७

**श्री अंबिका ग्रामीण विंगरशेती सह. पतसंस्था मर्या.**

मु. पो. नवनागापूर, एम.आय.डी.सी., अहमदनगर.

श्री. जसुम भगवंत रोहोकारे  
चे अध्यक्ष

श्री. भाग्यंद रावभाऊ दुबळे  
का. वे.अध्यक्ष

श्री. रमेश गंगाराम निमले  
सचिव

ना. क्र. :

दिनांक : / / २०१७

Ref: Job Offer

Date: 25/09/2018

**To Whom so ever it may concern**

This is to certify that, Miss Vrushali Zine is working as Accountant in our organization from 1<sup>st</sup> October 2018 to till date.

This certificate is issued for identify purpose only

Authorized Signatory

For

श्री अंबिका ग्रा. विंगरशेती सह.पतसंस्था मर्या.  
मनोरमा कॉलनी, नवनागापूर, ता. मि. अ.नगर





संदर्भ क्र. : अ. अ. अ. / अ. अ. अ. / सी. अ. अ. / ४८३२ - दि. २१/०९/२०१८

# श्री अंबिका ग्रामीण बिगरशेती सह. पतसंस्था मर्या.

मु. पो. नवनागापूर, एम.आय.डी.सी., अहमदनगर.

श्री. अर्जुन भागवंत रोहोकरले  
चेअरमन

श्री. भागवंत रामभाऊ तुकारे  
व्हा. चेअरमन

श्री. रमेश गणाराव निमते  
सचिव

आ. क्र. :



दिनांक : / / २०१८

Ref: Job Offer

Date: 25/09/2018

## To Whom so ever it may concern

This is to certify that, Miss Joyti Shear is working as Junior Accountant in our organization from 1<sup>st</sup> October 2018 to till date.

This certificate is issued for identify purpose only

Authorized Signatory

For

श्री अंबिका ग्रा. बिगरशेती सह. पतसंस्था मर्या.  
पनोला कॉलनी, नवनागापूर, ता. जि. अ. नगर





Emp. Code : 8954  
Name : Aniket Kolekar  
Dept. : Maintenance

Employee Signatory

Authorized signatory

## **COSMO FILMS LIMITED**

B-14/8&9, MIDC Industrial Area, Bajaj Nagar,  
Waluj, Aurangabad - 431136  
Tel: +91 240 2554611-14 Fax: +91 240 2554416



# Finolex PLASSON Industries Pvt.Ltd.

*'Water Management for Prosperity'*

**Head Office**

4th Floor, P-14, Rajiv Gandhi Infotech Park,  
Phase-I, MIDC, Hinjewadi, Pune-411 057,  
Tel.No.020-27518300

**Deepak S. Kalhapure**



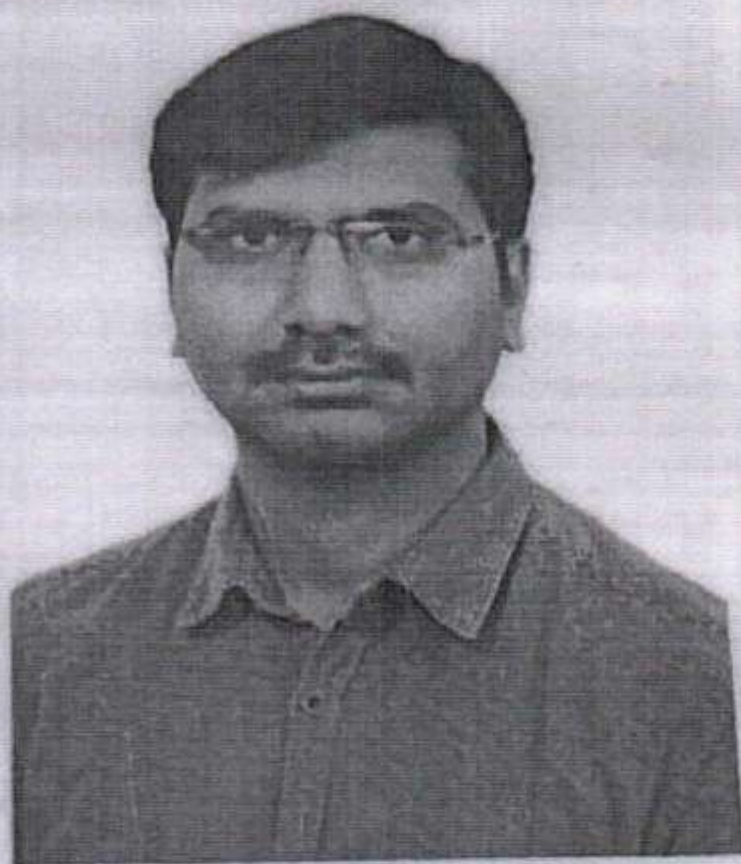
<b>Emp. No.</b>	<b>: 22406</b>
<b>Department</b>	<b>: Quality</b>
<b>Date of Joining</b>	<b>: 15.11.2016</b>
<b>Blood Group</b>	<b>: O<sup>+ve</sup></b>

**Branch Office**

Plot No.399, Vill: Urse,  
Tal. Maval Dist: Pune-410 506

The Solutions People

**Infochips**



**Kailas  
Kharse**



 **HDFC SALES**



**Santosh Nivrutti  
Bangar**

**Emp. No.: 52871**

**Blood Group : B+**

**Emergency Contact No.: 9767887429**





**BRITANNIA**



**Saurabh Pradeep Bangar**





# **SAMARTH LIFE SCIENCES PVT. LTD.**

Samarth House, 168, Bangur Nagar, Off Linkrd, Near Ayappa Temple & Kallol Kali Temple, Goregaon (W), Mumbai-400090. Ph: 28719501 / 28719510 E-mail: [info@samarthlifesciences.com](mailto:info@samarthlifesciences.com) Web site: [www.samarthlife.com](http://www.samarthlife.com)

Mr. Bangar Shriram Sanjay  
Employee Code - S15220  
Hq - Ahmednagar  
Division - Zuevets

Congratulations on your Excellent achievement for year 2022.

Our journey towards our Vision of 3X5Y is progressing as per plan with some Business units accelerating ahead of the plan. Our plans to grow faster than the market reflects in the > 25% growth planned for 2023. Samarth as a vibrant organization continues to make strides in its growth ahead of the market growth thereby making its presence felt in the Therapeutic areas where we participate. Congratulations to all Samarthians.

The recognition by the industry is visible by the feedback we hear from participating Doctors during the conferences and advisory board meetings. Samarth as an organization is not only making its presence in terms of market share & ranking but also in terms of increasing acceptance & appreciation by the Industry. This clearly speaks volumes of the positive impact of all our Samarthian field colleagues with strong support from Marketing & Medical teams.

Our brand Mucomix was recognized by Pronto Consult Awards as the top Brand with Gold Impact Award in the category and more recently, just last month, the Economic times recognized Team Evagenic at Samarth as IVF Champions of the year 2022. Congratulations!!

While we move ahead in Sales & marketing the strong backing from all our support functions propel this drive. The Baddi plant was approved by Kenyan authorities which would sure be a precursor to more such approvals from other countries thereby accelerating our exports. The Tumkur unit has been working on Biologicals, especially the scale up in manufacturing of APIs & product development for recombinants along with other products to strengthen Business units. Our supply chain got strengthened with the successful transition from SS to CFA which has been feasible thanks to the strong initiatives by Distribution team & Finance team.

As always, we continue to emphasize that while we drive our performance as we move ahead we are committed to living the VALUES we all cherish at Samarth.

A review of your performance during the year indicates that your performance has been "Excellent".

We compliment you for your Excellent performance and look forward to your continuous efforts in strengthening the drive within the organization to achieve our Vision.

Consequent to the review of your performance during the period from January-December 2022, we take great pleasure in sharing with you your revised package for the current year.

We wish you success and a great sales achievement year ahead.

With Best Wishes

Arun Shaju  
Head - Sales and Marketing - Zuevets





# SAMARTH LIFE SCIENCES PVT. LTD.

Samarth House, 168, Bangur Nagar, Off Link Road, Near Ayappa Temple & Kallol Kali Temple, Goregaon (W), Mumbai - 400 090.

E-mail: [info@samarthlifesciences.com](mailto:info@samarthlifesciences.com) Web site: <https://www.samarthlife.com/>

To,  
Mr. Bangar Shriram Sanjay  
Designation - VSO  
Division - Zuevets  
EMP ID - S15220

Date : 22/04/2023

Sub : Revised Compensation with effect from April 2023.

Dear Bangar Shriram Sanjay,

Consequent to the review of your performance during the period from January to December 2022. We take great pleasure in sharing with you, your revised compensation for the current year, which will be Rs. 299172 Per Annum with effect from April 2023.

Name	Mr. Bangar Shriram Sanjay	
Designation	VSO	
Division	Zuevets	
Details	Per Month	Per Annum
Basic Salary	14500	174000
House Rent Allowance	7000	84000
Conveyance Allowance	232	2784
Mobile Allowance	700	8400
<b>Gross Salary Total</b>	<b>22432</b>	<b>269184</b>
PF- Company's Contribution	1800	21600
Gratuity -as per applicability of Act @ 4.82% on Basic, to be paid on completion of 5 Years of services.	699	8388
<b>Total Cost To The Company</b>	<b>24931</b>	<b>299172</b>

Thanking you.

Yours Faithfully,  
For Samarth Life Sciences Pvt. Ltd.

Trupti Utekar  
(Sr. Manager - HR)





**Piramal**  
Finance

Piramal Finance Sales and Service Private Limited



**MAHESH NARVADE**

Employee ID : 50004343

Blood Group : O+ve

Birth Date : 07-11-1995

Emergency No : 8208359603



Offer 28979:2022  
09-Dec-2022

Mr. Dadasaheb Subhash Sonawane  
A/P- Pansawadi Tal- Newasa Dist- Ahmednagar - 414105

**Re:Offer Letter**

Dear Mr. Dadasaheb,

Further to the interview had with us, we are pleased to offer you a position as **Executive - Customer Relations** in Grade 5 in our organisation, on the following terms and conditions.

You will be posted at **Shrirampur**.

You will be on probation for a period of 12 months and your services will be confirmed on successful completion of the same.

The components of the 'compensation package' offered to you are given in the Annexure.

Please sign and return a copy of this Offer Letter as a token of acceptance, within 10 days from the date of receipt of this letter, indicating therein, your probable date of joining.

The company reserves the right to verify your documents and background through internal or external agencies at any stage of employment. These may include your previous employment history, educational / professional credentials including other background details.

Any false information provided by you may result in immediate withdrawal of offer or termination of employment (as the case may be) with no further compensation to you.

With best wishes,

for Sundaram Finance Limited

Signature Not Verified  
SEKAR RAJAMANI  
2022.12.09 16:54  
R. Sekar  
Head - Human Resources



**Sundaram Finance Limited**

# INECOM

Inecom Technology Pvt Ltd  
3<sup>rd</sup> Floor, R-Five Heights A  
Vishal Nagar, New DP Road  
Pimple Nilakh  
Pune - 411 027

Date: 16<sup>th</sup>, Dec 2019  
Ref: Letter of Confirmation

Tel: +91 70309 28687  
Helpdesk: +91 70309 28680/1/2/3

Mr. Gaurav Chavan  
C/o Inecom Technology Pvt. Ltd.

[www.inecomworld.com](http://www.inecomworld.com)

Dear Gaurav,

**Sub: Letter of Confirmation**

I am pleased to inform you that your services have been confirmed with immediate effect.

I wish to put on record that your contributions to Inecom are appreciated.

Inecom is proud to have you on its team.

Please accept our congratulations and we look forward to your continued contributions to Inecom.

Thanks & Regards,

  
Asha Labhe  
Director



Date: 8 August 2018

**Offer Letter for Executive Trainee**

Dear **Mr. Mule Amol Rambhaji**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "Executive Trainee" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **13 August 2018**.

We wish you all the best.

Thanking You



**For Bhagyashree Online Multi Services**

Authorized signatory





Date: 8 August 2018

**Offer Letter for Executive Trainee**

Dear **Mr. Ghodke Sagar Ashok**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "Executive Trainee" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **13 August 2018**.

We wish you all the best.

Thanking You



**For Bhagyashree Online Multi Services**

Authorized signatory



Date: 8 August 2018

**Offer Letter for Executive Trainee**

Dear **Mr. Rokade Bharat Dagadu**

With Reference to the interview we had with you, we are pleased to inform you that you have been selected in our company for the position of "**Executive Trainee**" for our reputed Bhagyashree Online Multi Services based at Ahmednagar, a detailed appointment letter will be issued to you after your joining the duties of the Company. You have agreed to join the duties on or before (Mention the date of Joining).

Please sign and return the duplicate copy of this Job offer letter OR send your offer acceptance confirmation by replying this email as a token of your acceptance of this job offer of employment before **13 August 2018**.

We wish you all the best.

Thanking You



**For Bhagyashree Online Multi Services**

Authorized signatory





Dr Vitthalrao Vikhe Patil Foundation's  
**Institute of Business Management & Rural Development**  
PO MIDC, Vadgaon Gupta, Vilad Ghat, Ahmednagar-414111(M S)  
Ph No- 0241-2779558 (www.ibmrd.org)



**SELF STUDY REPORT (SSR)**  
**CRITERIA – V – Student Support and Progression**  
**Key Indicator – 5.2 Student Progressions**  
**NAAC criteria metric no : 5.2.1**  
Summary sheet of Documents related to  
5.2.1 Students progressing to higher education during the last five years

Year	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
2017-18	Megha Jain	MBA	2008_2009	PIRENS, Loni (SPPU)	PhD
2017-18	Ashish Mohture	MBA	2009_2010	Swami Ramanand Teerth Marathwada University, Nanded	PhD
2017-18	Vitthal Gadekar	MBA	2001-2001	SIOM, Pune	PhD
2018-19	Tejas Ratnaparakhi	MCA	2014_2015	Microsoft Certified Professional	1. Developing Microsoft Azure Solutions
2018-19	Tejas Ratnaparakhi	MCA	2014_2015	Microsoft Certified Professional	2. Implementing Microsoft Azure Infrastructure Solutions
2018-19	Supriya Pukale	MCA	2014_2015	AXELOS, Global Best Practice	ITIL Foundation Certificate in IT Service Mgt.
2019-20	Nutan Thoke	MBA	2008_2009	BAMU, Aurangabad	PhD
2019-20	Akshata Kulkarni	MBA	2019-2020	CHRMF Foundation	CHRMF
2020-21	Sandeep Gunjal	MBA	2011-2012	IMSCD&R, Ahmednagar (SPPU, Pune)	PhD
2021-22	Shamrao Ghodake	MBA	2009_2010	D.D.Y. Patil School of Mgt. Charholi, Pune (SPPU, Pune)	PhD
2021-22	Supriya Pukale	MCA	2014_2015	Microsoft	Microsoft Certified Fundamentals



Dr. Sanjay Dharmadhikari  
Director, IBMRD

**DIRECTOR**  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



**Savitribai Phule Pune University**  
(formerly University of Pune)

**Declaration of Result of the Doctor of Philosophy (Ph.D.)**

**Jain Megha Arunkumar**

( जैन मेघा अरुणकुमार )

**Mother's Name : Sarita**

( सरिता )

University has accepted thesis submitted by the above mentioned candidate for award of Ph.D. Degree, as per reports of referees and examiners of the open defence of the thesis. Accordingly it is hereby notified that the above mentioned candidate is declared to have passed the Ph. D. Degree Examination and has become eligible for the award of the Ph.D. Degree

**RELEVANT DETAILS ARE AS UNDER :**

1. Faculty : Management
2. Subject : Financial Management
3. Title of the Thesis : "An Analytical Study of E-banking Services Provided by Nationalized and Private Sector Banks in Ahmednagar District"
4. Place of Research : Pravara Institute of Research and Education in Natural and Social Sciences (PIRENS) Loni Bk., Tal- Rahata, Dist.-Ahmednagar - 413736.
5. Name and address of the Guide : Dr. G.H. Barhate  
Pravara Institute of Research and Education in Natural and Social Sciences (PIRENS) Loni Bk., Tal- Rahata, Dist.-Ahmednagar - 413736.
6. Date of Registration : 28<sup>th</sup> April, 2013
7. Date of Declaration of Result : 9<sup>th</sup> December, 2017

Ganeshkhind, Pune - 411 007.

Ref. No. PGS/Ph. D./ 591

Date : 13 DEC 2017



*[Signature]*  
for Director

Board of Examinations & Evaluation



स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ

नांदेड - ४३२६०६ (महाराष्ट्र)

SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY  
NANDED-431606, MAHARASHTRA STATE, INDIA.

Established on 17th September 1964 - Recognized by the UGC Uts 2(f) and 12(B), NAAC Re-accredited with 'A' Grade



## P.G. SECTION

Phone: (02462) 229242

Fax : (02462) 229574

Website: www.srtmun.ac.in

E-mail: dr.pg.srtmun@gmail.com

Ref.No.: PG/Ph.D./2017-2018/ 935-08

Date : 03/10/2017

### NOTIFICATION

It is hereby notified for the information of all concerned that the report of the referees appointed to examine and adjudicate the Thesis entitled:

**"A study of attritions and retention of medical representatives in pharmaceutical industry with reference to Pune area"**

Submitted by the candidate mentioned below has been accepted by this University, and the candidate has been declared 'Eligible' for the award of Degree of :

### DOCTOR OF PHILOSOPHY (Ph.D.) SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY

Name of the Candidate	: Mohture Ashish Ramesh
Date of Registration	: 23/10/2013
Topic of Research	: "A study of attritions and retention of medical representatives in pharmaceutical industry with reference to Pune area"
Guide	: Dr. V.N. Laturkar
Subject	: Management Science
Faculty	: Commerce and Management
Viva Voce Held on	: 03/10/2017
Eligibility No.	: Ph.D./Management Sci./Oct.-13/48 Lr. Dt. 11/02/2014

Director,

Board of Examinations & Evaluation

Copy forwarded with compliments to :

01. The University Grants Commission, Bahadurshah Zafar Marg, New Delhi.
02. The Joint Secretary U.G.C., Western Regional Center Aundh Road, Ganeshkhind, University Campus, Pune - 411 007.
03. The Secretary, Association of Indian Universities, AIU House, 16 Kotla Marg, New Delhi - 110002
04. The Editor, University Association of Indian Universities, AIU House, 16 Kotla Marg, New Delhi - 110002.
05. The Dean of concerned faculty.
06. The Director, Board of Examinations & Evaluation, this University
07. Research Guide : Dr. V.N. Laturkar
08. Researcher : Mohture Ashish Ramesh
09. Convocation Section, this University
10. The University Librarian with copy of the thesis
11. Research Centre Director/Head : School of Commerce and Management Science, S.R.T.M.U., Nanded



DIRECTOR

DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



**Savitribai Phule Pune University**  
(formerly University of Pune)

**Declaration of Result of the Doctor of Philosophy (Ph.D.)**

**Gadekar Vitthal Laxman** ( गाडेकर विठ्ठल लक्ष्मण )

**Mother's Name : Vachalabai** ( वच्छालाबाई )

University has accepted thesis submitted by the above mentioned candidate for award of Ph.D. Degree, as per reports of referees and examiners of the open defence of the thesis. Accordingly it is hereby notified that the above mentioned candidate is declared to have passed the Ph. D. Degree Examination and has become eligible for the award of the Ph.D. Degree

**RELEVANT DETAILS ARE AS UNDER :**

1. Faculty : Management
2. Subject : Marketing Management
3. Title of the Thesis : "A study of buying performances & customer satisfaction level of user of industrial water treatment plants w r t Pune & Ahmednagar Districts."
4. Place of Research : Sinhgad Institute of Management, S. No. 44/1, Vadgaon, (Bk), Off Sinhgad Road, Pune - 411 041.
5. Name and Address of the Guide : Dr. Joe Lopez  
Sinhgad Institute of Management, S. No. 44/1, Vadgaon, (Bk), Off Sinhgad Road, Pune - 411 041.
6. Date of Registration : 19<sup>th</sup> September, 2014
7. Date of Declaration of Result : 18<sup>th</sup> June, 2018



Ganeshkhind, Pune 411 007.

Ref. No. PGS/Ph. D./ 363

Date : 22 JUN 2018



DR. VITTHAL LAXMAN GADOKAR  
DIRECTOR  
for Director  
Board of Examinations & Evaluation

507

# Microsoft® Certified Professional Transcript

Last Activity Recorded : August 14, 2018  
Microsoft Certification ID : 16199601

**Microsoft**  
**CERTIFIED**  
Professional

Mister Tejas Jayant Ratnaparkhi  
Near Vitthal Temple  
Nandgaon, Nashik, Maharashtra 423106 IN  
tejas9ratnaparkhi@hotmail.com

## ACTIVE MICROSOFT CERTIFICATIONS:

### Microsoft® Certified Solutions Associate

Certification Number : G899-6677  
Certification/Version : Cloud Platform

Achievement Date : 08/14/2018

### Microsoft Certified Professional

Certification Number : G891-2260  
Certification/Version : Microsoft Certified Professional

Achievement Date : 07/31/2018

## MICROSOFT CERTIFICATION EXAMS COMPLETED SUCCESSFULLY :

Exam ID	Description	Date Completed
532	Developing Microsoft Azure Solutions	Aug 14, 2018
533	Implementing Microsoft Azure Infrastructure Solutions	Jul 31, 2018





# Microsoft Certified Solutions Associate

**MISTER TEJAS JAYANT RATNAPARKHI**

Has successfully completed the requirements to be recognized as a Microsoft® Certified Solutions Associate: Cloud Platform.

Date of achievement: 08/14/2018  
Certification number: G899-6677

*Tejas*  
**DIRECTOR**  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR

Satya Nadella  
Chief Executive Officer

**Microsoft**  
**CERTIFIED**  
Solutions Associate



This is to certify that  
**Supriya Pukale**

Has achieved the  
**ITIL<sup>®</sup> Foundation Certificate in  
IT Service Management**

Effective from **16 Apr 2019**

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Certificate number **GR671009929SP**

Candidate number **9980083682068343**



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# Dr. Babasaheb Ambedkar Marathwada University, Aurangabad-431 004, Maharashtra State, India.

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Ph.D. Office : (0240) 2403122

Website : www.bamu.ac.in

http://bamua.digitaluniversity.ac

E-mail : phdsection@bamu.ac.in

## NOTIFICATION

### DOCTOR OF PHILOSOPHY

It is hereby notified that, the thesis entitled, "A STUDY OF CUSTOMERS RISK PERCEPTION OF INTERNET BANKING IN MARATHWADA REGION" submitted by Ms. Thoke Nutan Nana has been accepted by this University for the award of Ph.D. Degree in subject of Business Administration under the faculty of Management Science. Is as per UGC (Minimum Standard and Procedure for Award of Ph. D. Degree) Regulation - 2016. In supersession of the U.G.C. (Minimum Standard and Procedure for Award of Ph. D. Degree) Regulation - 2009. Ms. Thoke Nutan Nana has been declared eligible for the award of the said Degree.

The candidate submitted her thesis under the guidance of Dr. S.R. Madan, Research Guide, Principal, V.S.S. College, Jalna. The said Notification is implementing from the date of declaration (i.e. 21<sup>st</sup> September, 2019) of Doctor of Philosophy (Ph.D.) Viva-voce Examination.

University Campus,

Ref. No. Ph.D./Mgt. Sci./2019-20/

Outward Date :- 21-09-2019.

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||

*Vijay Patil*  
Director

|| Board of Examinations & Evaluation

\*\*\*\*\*



P.T.O.

*5017*

DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION,  
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Copy forwarded with compliments for information to :-

- 1] The Secretary, University Grants Commission, New Delhi.
- 2] The Secretary, Association of Indian Universities, Rouse Avenue, New Delhi.
- 3] The Deputy Secretary, (Library & Documentation), Association of Indian Universities, AIU 16 Kotla Marg, New Delhi.
- 4] The Director, Information & Library Network Centre (INFLIBNET), Near Gujarat University, Guest House, P.B. No. 4116, Navrangpura, Ahmadabad - 380 009.
- 5] Dean, Faculty of Management Science, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.
- 6] Dr. S.G. Chapke, Principal, Smt. L.R.T. Commerce College, Akola.
- 7] Dr. S.C. Bhatnagar, A-1302, Apex The Florous, Sector 18, Vasundhara, Ghaziabad 201012.
- 8] Dr. S.R. Madan, Research Guide, Principal, V.S.S. College, Jalna.
- 9] The Director, Department of Management Science, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.
- 10] Director, Knowledge Resource Centre, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.
- 11] Director, Board of Examination & Evaluation, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.



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## Akshata Kulkarni

*has successfully completed the course*

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June 14, 2020

Certification Code: 34391CHRMFDFN0620



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*Abhishek Kumar*

Authorised Signatory



*592*  
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**Savitribai Phule Pune University**  
(formerly University of Pune)

**Declaration of Result of the Doctor of Philosophy (Ph.D.)**

**Gunjal Sandeep Jagannath** ( गुंजाळ संदीप जगन्नाथ )

**Mother's Name : Ranjana** ( रंजना )

University has accepted thesis submitted by the above mentioned candidate for award of Ph.D. Degree, as per reports of referees and examiners of the open defence of the thesis. Accordingly it is hereby notified that the above mentioned candidate is declared to have passed the Ph.D. Degree Examination and has become eligible for the award of the Ph.D. Degree

**RELEVANT DETAILS ARE AS UNDER :**

1. Faculty : Commerce & Management
2. Subject : Organisational Management
3. Title of the Thesis : "A Study of ERP as a Change Management Tool in Manufacturing Companies."
4. Place of Research : B.P.H.E. Society's Institute of Management Studies (IMS), (Career Development & Research), Station Road, Ahmednagar - 414 001.
5. Name and address of the Guide : Dr. Hatim F. Kayumi  
B.P.H.E. Society's Institute of Management Studies (IMS), (Career Development & Research), Station Road, Ahmednagar - 414 001.
6. Date of Registration : 29<sup>th</sup> October, 2015
7. Date of Declaration of Result : 15<sup>th</sup> December, 2020

Ganeshkhind, Pune 411 007.

Ref. No. PGS/Ph. D./ 16

Date : 9 JAN 2021



**for Director**  
**Board of Examinations & Evaluation**  
V. V. Patil Foundation's  
Savitribai Phule Pune University  
Admission Section  
PUNE-1.  
DIRECTOR  
K. RAO VIKHE PATIL FOUNDATION  
AHMEDNAGAR



**Savitribai Phule Pune University**  
(formerly University of Pune)

**Declaration of Result of the Doctor of Philosophy (Ph.D.)**

**Ghodake Shamrao Parashram** ( घोडके शामराव परशराम )

**Mother's Name : Jijabai** ( जिजाबाई )

University has accepted thesis submitted by the above mentioned candidate for award of Ph.D. Degree, as per reports of referees and examiners of the open defence of the thesis. Accordingly it is hereby notified that the above mentioned candidate is declared to have passed the Ph.D. Degree Examination and has become eligible for the award of the Ph.D. Degree

**RELEVANT DETAILS ARE AS UNDER :**

1. Faculty : Commerce & Management
2. Subject : Financial Management
3. Title of the Thesis : "A Study of Saving and Investment Pattern of Rural Household with Special Reference to Nashik District."
4. Place of Research : Dr. D. Y. Patil Educational Enterprises Charitable Trust, Dr. D. Y. Patil School of Management, , Charholi (Bk), Via-Lohegaon, Pune - 412 105.
5. Name and Address of the Guide : Dr. Khedkar Eknath Balu  
Dr. D. Y. Patil School of Management, Dr. D. Y. Patil Knowledge City, Charholi (Bk), Via-Lohegaon, Pune - 412 105.
6. Date of Registration : 15<sup>th</sup> March, 2018
7. Date of Declaration of Result : 24<sup>th</sup> January, 2022



Ganeshkhind, Pune - 411 007.

Ref. No. PGS/Ph.D./ 99

Date : 29.01.2022

*[Signature]*

for Director  
Board of Examinations & Evaluation

**DIRECTOR**  
DR. VITTHAL KIKHE PATIL FOUNDATION'S

S.P.P.U.P.-3,000-08-2021(295) [1/Office]

*[Signature]*





# Savitribai Phule Pune University

(formerly University of Pune)

*We, the Chancellor, the Vice Chancellor and the Members of the Management Council and the Academic Council of the Savitribai Phule Pune University certify that*

*Ghodake Shamrao Parashram, Mother's Name: Jijabai*

*having been examined and found duly qualified for the degree of*

**Doctor of Philosophy**

*(Financial Management)*

*The said degree has been conferred on him. In testimony whereof is set the seal of the said University.*

## सावित्रीबाई फुले पुणे विद्यापीठ

(पूर्वीचे पुणे विद्यापीठ)

आम्ही, सावित्रीबाई फुले पुणे विद्यापीठाचे कुलपती, कुलगुरु आणि व्यवस्थापन परिषद व विद्या परिषद सदस्य, प्रमाणित करितो की,

**घोडके शामराव परशराम, आईचे नाव: जिजाबाई**

**विद्यावाचस्पती**

(आर्थिक व्यवस्थापन)

पदवीस पात्र झाल्याबद्दल त्यांना ही पदवी प्रदान करण्यात येत आहे. याची साक्ष म्हणून विद्यापीठाची अधिकृत मुद्रा येथे अंकित करण्यात येत आहे.



Vice Chancellor

121th Convocation (Winter)  
MG21-07765



**DIRECTOR**  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



# Microsoft Certified

## Azure Fundamentals

**SUPRIYA RAVIRAJ DABHOLE**

Has successfully completed the requirements to be recognized as a Microsoft Certified: Azure Fundamentals.

Date of achievement: March 28, 2022



*[Handwritten Signature]*  
DIRECTOR  
DR. VITTHALRAO VIKHE PATIL FOUNDATION'S  
I.B.M.R.D., AHMEDNAGAR



*[Handwritten Signature]*

Satya Nadella  
Chief Executive Officer



Certification number: I203-7778