



Dr. Sukhdev D Kadam <drsdkadam@siberindia.edu.in>

Regarding Technical Interview to be conducted on Saturday 17 March 2018- Technogreen Environmental Solutions

4 messages

Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Thu, Mar 15, 2018 at 4:16 PM

To: "Dr. Sukhdev D Kadam" <drsdkadam@siberindia.edu.in>

Cc: cdc@siberindia.edu.in

Dear Sir,

This is in reference to the interview conducted by Ms. Manjul Ahire and Ms. Mayuri Dhuri at CSIBER on 13 March 2018 Tuesday.

We would like to thank you for all your support and arrangements for the same. We had a great experience interviewing your students and it was our great pleasure conducting the same.

The short listed students after the first and second round are mentioned below:

1. Khade Rohit Vishnu
2. Shivam Rakesh Sharma
3. Swaroopa Balasaheb Mole
4. Neha Rajendra Joshi
5. Prasad Rajendra Pisal
6. Aakanksha Patil

Taking the prior procedure further we are conducting 2 more rounds i.e. written and technical interview on 17 March 2018; Saturday.

Please refer the interview details mentioned below.

Interview Details:

1. Name of the company: Technogreen Environmental Solutions

2. Address: 202, Hem Opal, Plot No. 26, Ekta Society, Near Joshi Wadewale Lane, Wakadewadi, Pune 411003.

3. Date: 17th March 2018; Saturday

4. Time: At 11:00 am

5. Contact No : 020-65201202

6. Location on map:

<https://www.google.co.in/maps/place/Technogreen+Environmental+Solution/@18.8095149,73.1521209,10z/data=!4m8!1m2!2m1!1stechnogreen+environmental+solutions!3m4!1s0x3bc2c065a7c56561:0xfc7cd7e96cf878fcl8m2!3d18.541263!4d73.852112>

We have already personally mailed the short-listed students for the same. However request you to co-ordinate with them as well.

Best,

Tanushree Dasgupta

Junior Environmental Officer

--

Technogreen Environmental Solutions

202, Hem Opal, Plot No.26, Ekta Society,

Wakadewadi, Pune- 411003

Tel: 020- 25822426,020-65201202

<http://www.technogreen.co.in>

Dr. Sukhdev D Kadam <drsdkadam@siberindia.edu.in>
To: Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Fri, Mar 16, 2018 at 11:52 AM

P.Prasad, Dhuri madam and Ahre madam, good morning to you all, and I am verymuch thankful to you for selecting and considering our students in your well known organization for permanent placement. Please tell my regards to Ajay. As per your mail the short listed students will be report to you at your office tomorrow about 11.00am.

Thanking You,
Regards

[Quoted text hidden]

--

Dr. S D. Kadam

Professor

Department of Environment Managemnt

Chhatrapati Shahu Institute of Business Education and Research

E-mail: drsdkadam@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: 0231-2535706/07 | 09420584207



Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Mon, Mar 19, 2018 at 12:08 PM

To: "Dr. Sukhdev D Kadam" <drsdkadam@siberindia.edu.in>

Cc: cdc@siberindia.edu.in

Dear Sir,

Congratulations!!!

We are informing this to you with immense pleasure that two of the six interviewed students, have been selected to work with us.

Details of the students selected:

1) Aakanksha Patil;

- Post- **Project Coordinator**
- Date of Joining- **15th May 2018; Tuesday**
- List of Documents- PAN Card, Adhaar Card, Educational Qualification Documents, Bank details, Ration Card/ Electricity Bill, 4 Passport sized photos (Self) and 4 Passport sized Family photographs.

2) Shivam Rakesh Sharma;

- Post- **Site Engineer**
- Date of Joining- **15th May 2018; Tuesday**
- List of Documents- PAN Card, Adhaar Card, Educational Qualification Documents, Bank details, Ration Card/ Electricity Bill, 4 Passport sized photos (Self) and 4 Passport sized Family photographs.

Request you to co-ordinate with the students for the same and kindly revert to this mail for your confirmation.

Congratulations once again!!!

It was a great pleasure having such bright students to interview at our organisation ☺

Thanks & Regards,
Tanushree Dasgupta
Jr. Environmental Officer

[Quoted text hidden]

Dr. Sukhdev D Kadam <drsdkadam@siberindia.edu.in>

Mon, Mar 19, 2018 at 4:34 PM

To: Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Dear Prasad and Technogreen group, I am very much thankful to you for accepting and recruiting our two students in your organization for permanent placement. Again I am requesting you to place more number of our students and help them in future.

Thanking you,
Regards

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We have already personally mailed the short-listed students for the same. However request you to co-ordinate with them as well.

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Junior Environmental Officer

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Cc: cdc@siberindia.edu.in

Dear Sir,

Congratulations!!!

We are informing this to you with immense pleasure that two of the six interviewed students, have been selected to work with us.

Details of the students selected:

1) Aakanksha Patil;

- Post- **Project Coordinator**
- Date of Joining- **15th May 2018; Tuesday**
- List of Documents- PAN Card, Adhaar Card, Educational Qualification Documents, Bank details, Ration Card/ Electricity Bill, 4 Passport sized photos (Self) and 4 Passport sized Family photographs.

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- Post- **Site Engineer**
- Date of Joining- **15th May 2018; Tuesday**
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Request you to co-ordinate with the students for the same and kindly revert to this mail for your confirmation.

Congratulations once again!!!

It was a great pleasure having such bright students to interview at our organisation ☺

Thanks & Regards,
Tanushree Dasgupta
Jr. Environmental Officer

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Dr. Sukhdev D Kadam <drsdkadam@siberindia.edu.in>

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Thanking you,
Regards

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Aakanksha Patil <appatil04@gmail.com>

Re: Regarding Technical Interview to be conducted on Saturday 17 March 2018- Technogreen Environmental Solutions

4 messages

Aakanksha Patil <appatil04@gmail.com>

Wed, May 9, 2018 at 3:22 PM

To: Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Dear Ma'am,
Thank You for the consideration.

Regards,
Aakanksha Patil

Sent from my iPhone

On 09-May-2018, at 2:54 PM, Technogreen Environmental Solutions <technogreen.solutions@gmail.com> wrote:

Hi Akanksha,

Sure!!

You can join on 28 th of May i.e. Monday.
Plz bring the above mentioned documents while you come down.

Good luck ☺

Best,
Tanushree Dasgupta
Jr. Environmental Officer

On Mon, Apr 30, 2018 at 7:38 PM, Aakanksha Patil <appatil04@gmail.com> wrote:

Dear Madam,

Thank you for offering me the position of Project Coordinator in your organisation. With reference to the previous mail, I am supposed to join your organisation on 15th May, 2018.

However due to some personal engagement I will not be able to join the organisation on the above said date.

In the view of this, I request you to move my joining date to 28th May, 2018.

Rest assured that I will start working on above said date and will do my best in order to contribute to the organisation.

I hope for your kindness and consideration.

Sorry for the inconvenience.

Thanks and regards,
Aakanksha Patil
+91 7875759913

On Mon, Mar 19, 2018 at 12:08 PM, Technogreen Environmental Solutions <technogreen.solutions@gmail.com> wrote:

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- Post- **Project Coordinator**
- Date of Joining- **15th May 2018; Tuesday**
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Request you to co-ordinate with the students for the same and kindly revert to this mail for your confirmation.

Congratulations once again!!!

It was a great pleasure having such bright students to interview at our organisation 😊

Thanks & Regards,
Tanushree Dasgupta
Jr. Environmental Officer

On Fri, Mar 16, 2018 at 11:52 AM, Dr. Sukhdev D Kadam <drsdkadam@siberindia.edu.in> wrote:

P.Prasad, Dhuri madam and Ahre madam, good morning to you all, and I am verymuch thankful to you for selecting and considering our students in your well known organization for permanent placement. Please tell my regards to Ajay.

As per your mail the short listed students will be report to you at your office tomorrow about 11.00am.

Thanking You,
Regards

On Thu, Mar 15, 2018 at 4:16 PM, Technogreen Environmental Solutions <technogreen.solutions@gmail.com> wrote:

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3. **Date:** 17th March 2018; Saturday
4. **Time:** At 11:00 am
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6. **Location on map:**
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Best,
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Junior Environmental Officer

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Professor
Department of Environment Managemnt
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Tel: 020- 25822426,020-65201202

<http://www.technogreen.co.in>

Aakanksha Patil <appatil04@gmail.com>
To: Placement Siber <cdc@siberindia.edu.in>

Wed, May 9, 2018 at 3:24 PM

Dear Ma'am,
I have received below mail from Technogreen Environmental Solutions

Regards,
Aakanksha Patil

Sent from my iPhone

Begin forwarded message:

[Quoted text hidden]

Aakanksha Patil <appatil04@gmail.com>
To: Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Thu, May 17, 2018 at 6:37 PM

Dear Ma'am,

As mentioned in the above mail, I will join on 1st June, 2018

Regards,
Aakanksha Patil

Sent from my iPhone

On 17-May-2018, at 1:30 PM, Technogreen Environmental Solutions <technogreen.solutions@gmail.com> wrote:

Hi Akanksha,

This is to inform you that you are requested to join with us on **1st June 2018 i.e. Saturday**; as discussed with the management.
Kindly revert to this mail for your confirmation.

[Quoted text hidden]

[Quoted text hidden]

--



202, Hem Opal, Plot No.26, Ekta Society,

Wakdewadi, Pune- 411003

Tel: 020- 25822426, 7276081202

<http://www.technogreen.co.in>



Aakanksha Patil <appatil04@gmail.com>

Sat, May 26, 2018 at 10:35 AM

To: Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Dear Ma'am,

At what time should I report in the organisation on 1st June 2018?

Regards,
Aakanksha Patil

Sent from my iPhone

[Quoted text hidden]



...Engineering Excellence

Ref: VISPL/HR/OAL/2018/05/4

Ms. PRIYANKA SUNIL GURAV.,
A/P - POTALE,
NEAR HANUMAN TEMPLE (JUNE GAOTHAN POTALE)
MAHARASTRA..
Mobile No: 9158467749
Email ID: priyankasgurav96@gmail.com

Sub: Offer of Appointment as "Lab Assistant, L 2"

Dear Ms. PRIYANKA SUNIL GURAV.,

Consequent to the interview you had with us, we are pleased to offer you employment as "Lab Assistant" in our "QA/QC" Department with L 2 Grade. Your present post of location will be at KOLHAPUR. You will report to "Project Head" or any other assigned person.

You shall join us on or before 15-May-2018.

Following are the Terms and Conditions of Appointment:

1) Remuneration & Other Benefits

- a) Your monthly CTC / Salary will be as mutually agreed. Apart from the salary, you will be provided Food & Accommodation as per policy.
- b) The Company may periodically review any remuneration, benefit, facility or perquisite that had been extended to you.
- c) You will be entitled to leave and other benefits as per the policies framed by the Company from time to time as applicable.
- d) Your services will be governed by the prevalent rules and regulations of the Company and any future amendments.

2) Duties & Responsibilities

- a) You will efficiently discharge your duties, entrusted to you from time to time, to the satisfaction of the management.
- b) The Company may send you on deputation lend or transfer your services to any of its Departments, Affiliates, Subsidiaries or Associate Companies or transfer you to Company's Establishment in other locations existing at present or which may be established in future. Upon such transfer, you will be governed by the terms & conditions as applicable to the place of work.
- c) During the course of employment in our Company, you will not carry on any business of our own or engage yourself in any other business / service.

Page 1 of 4

VISHWA INFRASTRUCTURES AND SERVICES PVT. LTD.

Regd. & Corporate Office : 1-11-256/C/24, Plot No. 24, Gagan Vihar Colony, Begumpet, Hyderabad 500 016, Telangana (INDIA)
CIN: U45200TG2004PTC044833; Phone: +91 40 2776 3835 / 36 /37, Email: info@vishwainfra.in; website: www.vishwainfra.in



Ms. PRIYANKA SUNIL GURAV.

3) Probation period

- a) You will be on probation for a period of six months from the date of your joining. This period of probation can be extended at the sole discretion of the management depending upon your overall performance.
- b) The Management of Vishwa reserves the right to extend the probationary period. Upon successful completion of your probation period, confirmation of service will be given in writing.

4) Resignation & Termination of Services

- a) The Management of Vishwa reserves the right to discharge the employee services during the probation period if not found suitable with one month's notice or earlier, if the situation so warrants.
- b) Employee resigning while on probation will have to serve a notice period of One month or earlier with the approval of the management.
- c) After completion of the probation period & confirmation, the notice period for separation on either side will be one month. When either side offers the payment in lieu of notice, the notice pay shall mean the basic salary only and does not include any other allowances.
- d) Company shall be at liberty to terminate the contract forthwith without any notice or compensation, if you are found guilty of any act or any breach of duty, either by way of omission or commission, which is prejudicial to the organization or in case of absence from duty for a continuous period of 10 days without intimation / permission.

5) Confidentiality and Non-disclosure

- a) You will maintain strict confidence of the information which is provided or given to your access by the Employer during the course of work and validity of your employment. Any breach of the same will result in breach of the agreement and the Employer has right to take stringent action against you which might result taking appropriate criminal action. The Employer has right to file a civil case as well to recover the damages caused due to such breach by the employee.
- b) The employee accepts that any confidential information provided by the Employer to the employee shall be used by the employee only for the development of the business of the Employer. The employee undertakes not to disclose the confidential information, except for such purposes/occasions where in the Employer has permitted the employee and such permission shall always be a written permission. The employee shall protect the confidential information with the same degree of care as it applies to protect its own.
- c) The employee agrees not to use or cause to be used for his/her own benefit or for the benefit of any third parties or to disclose to any third party in any manner, directly or indirectly the information concerning to the internal organization or business structure of Employer or its customers, or the work assignments or capabilities of any office or employee, Proprietary information, customers confidential information, trade secrets or any other knowledge or



Ms. PRIYANKA SUNIL GURAV.

information, except that which is public knowledge, or relating to the business of the Employer, or its customers at any time during or after employees term of employment with Employer, without the express prior written consent of Employer.

- d) All information pertaining to your remuneration and terms of employment is confidential and you shall not reveal the contents to any Company employee except to your appropriate superior authorities.
- e) The employee shall not be allowed to keep any unauthorized/extra copies, including written documentation, drawings, formulas, models, specimens etc., of the confidential information which is to the knowledge of the employee all acts performed/done by the employee shall be treated as breach of this agreement.
- f) The employee shall not be allowed to use any unauthorized software in Desktop / Laptop provided by the company. Violation of this clause will be viewed seriously.
- g) Return of employer materials: The employee agrees to return to the Employer before the separation of employee's employment with Employer, any and all written information, documents, materials, floppy disks, CDs, data files or other media containing computer programs or data and all other property and equipment which constitutes, contains or relates in any way to proprietary information, customer's confidential information or trade secrets of the employer or its customers, and any other written information, documents, materials, discs, or other media containing programs or data and all other property of any kind relating in any way to the business of Employer or its customers which are or may be the property of employer or its customers, whether confidential or not, including any and all copies thereof which may have been made by or for employee.

6) Third Party Employment / Contracts:

- a) The employee agrees and confirms to not engage himself with any third parties either by way of a consultant or by way of any contract either for monetary benefits or not with any third parties directly or indirectly or in partnership during the currency of this agreement.
- b) Any breach of the above conditions will result in termination of employment with immediate effect and appropriate damages will be claimed by the employer.

7) Please submit the following documents:

- i. Photocopy(s) of Educational Certificate(s)
- ii. Photocopy(s) of Technical / Skill Certificate(s)
- iii. Experience Letter(s) of past employer (s)
- iv. Appointment letter and last drawn salary proof of previous employer
- v. Relieving letter from previous employer
- vi. Six Passport size photographs of self
- vii. ID proof (Photo copy of Passport / Driving License / Ration Card / Voter ID Card)
- viii. Photo Copy of PAN card

Ms. PRIYANKA SUNIL GURAV.



8) This appointment is issued on the information furnished by you to us in your application, bio-data form and otherwise, and the same shall be null & void of a material error (in the Company's opinion) is discovered therein at any time.

9) Retirement Age:

You shall retire upon completion of 60 years of age.

10) Jurisdiction in case of dispute:

Any dispute arising out of this appointment will subject to the jurisdiction of Hyderabad Courts only.

We are sure you will be an asset to our Company. We wish you a challenging and rewarding career ahead with Vishwa.

Yours truly,
for Vishwa Infrastructures and Services Pvt. Ltd.,

N R Seshu Babu

N R Seshu Babu.
Manager – Human resources

Candidate's Acceptance

I accept the above terms & Conditions of employment

Signature of the Employee & Date : *Gov* 29/9/2018

Name of the Employee : *Priyanka S. Gurav.*

Surya Equipments Pvt. Ltd.

Reg. Office & Works : B-39, M.I.D.C. Gokul Shirgaon, Kolhapur - 416 234

Date: 16th February 2021

To,
Mr. Chetan Nayaran Nikam
Plot No. 137, A Ward Rajopadhye Nagar,
Kolhapur - 416 012.

Dear Mr. Chetan Narayan Nikam,

With reference to your application dated 12.02.2021, the management of Surya Equipments Pvt. Ltd., is pleased to give you an opportunity and has decided to engage you as an employee in the post of "Assistant Manager HR" w.e.f. 16.02.2021 on following term and conditions.

1. You will be paid a salary of Rs. 17,632/- per month. The bifurcation shall be as Follows: Consolidated Basic & DA - Rs. 15,000/-, HRA - Rs. 1,500/-, Conveyance Allow - Rs. 1000/-, Medical Allow. - Rs. 132/-. The PF & ESIC will be paid as per Govt. rules.
2. *During The employment period* so as to make you fully conversant and equipped with the working of Surya Equipments Pvt. Ltd., you will be asked to attend in any department / section and also be asked to perform any of the actual duties for the practical exposure in various departments / sections in any shift which you will not refuse.
3. Your age of retirement shall be 58 years.
4. You shall have to make your own arrangement for transport from your residence to the place of work at your own expenses.
5. In case of change your residential address during the course of employment, it shall be your duty to intimate the same immediately in writing and also get the change effected the record of the management, failing which the last known address of the establishment's record will be taken as correct address for all communication to you.
6. You understand that due to the unique nature of this industry, survival depends on continuous up-gradation of product, product-design and service etc. Thus you undertake to cooperate, implement and abide by the developments incorporated by the management from time to time.
7. You undertake to do all pre-execution, execution, post-execution activities involved in the job assigned to you.



ASAL

Automotive Stampings and Assemblies Limited
CIN: L28932PN1990PLC016314

August 13, 2018

Chetan Nikam
Plot No 137, A Ward, Rajopadhye Nagar, Kolahpur

Dear Chetan,

We are pleased to appoint you as Commercial Trainee, with our Business Unit, **Automotive Stampings & Assemblies Limited**, on the following terms and conditions:-

You will be on training for a period of **one** year from the date of commencement of your employment. Trainees shall be confirmed in writing by the company subject to satisfactory performance during this period.

At present you will be posted at our **Pune** Plant. However, your services are liable to be transferred to any other department, work sites, offices, branches, factories associate or group companies anywhere in India/outside India depending upon the exigencies of work.

Matters pertaining to your remuneration are treated in strictest of confidence by the Company and the same is expected on your part. You shall maintain complete confidentiality in all the information herein disclosed to you. Any inconsistent action by you involving a disclosure of these details will attract strict disciplinary action.

Your appointment is subject to your being certified fit by our Medical Officer.

You will join the Services of the Company on or before August 13, 2018. You are requested to bring the following documents along with you, at the time of joining.

- A photocopy of Certificates each of proof of Age, Qualification and Experience.
- Five copies of your recent Identity Card size & one copy of stamp size color photograph.
- A photocopy of Relieving letter from your previous Employer.
- Photocopy of documents showing account number of Provident Fund & Family Pension Account if any.

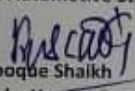
Please contact HR Department at 10.00 a.m. on the date of joining, to complete the joining formalities.

Please sign and return a duplicate copy of this letter in token of your acceptance of the terms contained herein and let us know the date on which you will join our services.

We look forward to having a long-term association with you.

Yours faithfully,

FOR Automotive Stampings & Assemblies Limited


Farooque Shaikh
Head - Human Resources

I have read and understood the terms and conditions mentioned above and in the annexure I and II. I undertake that there would be no breach of this confidentiality agreement. I hereby accept the engagement on the said terms and conditions. By accepting this offer, I authorize TATA Autocomp Systems to verify the documents from an outside Background Screening Agency, which includes my current/previous Employment history, Educational / Professional Credentials and my Criminal background check.

Signature and name: _____ Date: _____

Regd Office G 71/2 MIDC Bhosari Pune 411 026 (India) Tel 91 20 6631 4300 Fax 91 20 6631 4343
Chakan Gat No 427 Juna Chakan Medankarwadi Chakan Taluka Khed Dist Pune 410 501 Tel 91 2135 679 801-05 Fax 91 2135 679 888
Halol Survey No 173 Village Khakharia Taluka Savali Dist Vadodara Halol 389 350 Gujarat Telefax 91 2667 288042
Uttarakhand Plot 71 Sector 11 IIE Pantnagar Rudrapur Dist US Nagar Uttarakhand 263 153 Tel 91 5944 250 652

A TATA Enterprise



Aakanksha Patil <appatil04@gmail.com>

Re: Regarding Technical Interview to be conducted on Saturday 17 March 2018- Technogreen Environmental Solutions

4 messages

Aakanksha Patil <appatil04@gmail.com>

Wed, May 9, 2018 at 3:22 PM

To: Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Dear Ma'am,
Thank You for the consideration.

Regards,
Aakanksha Patil

Sent from my iPhone

On 09-May-2018, at 2:54 PM, Technogreen Environmental Solutions <technogreen.solutions@gmail.com> wrote:

Hi Akanksha,

Sure!!

You can join on 28 th of May i.e. Monday.
Plz bring the above mentioned documents while you come down.

Good luck ☺

Best,
Tanushree Dasgupta
Jr. Environmental Officer

On Mon, Apr 30, 2018 at 7:38 PM, Aakanksha Patil <appatil04@gmail.com> wrote:

Dear Madam,

Thank you for offering me the position of Project Coordinator in your organisation. With reference to the previous mail, I am supposed to join your organisation on 15th May, 2018.

However due to some personal engagement I will not be able to join the organisation on the above said date.

In the view of this, I request you to move my joining date to 28th May, 2018.

Rest assured that I will start working on above said date and will do my best in order to contribute to the organisation.

I hope for your kindness and consideration.

Sorry for the inconvenience.

Thanks and regards,
Aakanksha Patil
+91 7875759913

On Mon, Mar 19, 2018 at 12:08 PM, Technogreen Environmental Solutions <technogreen.solutions@gmail.com> wrote:

Dear Sir,

Congratulations!!!

We are informing this to you with immense pleasure that two of the six interviewed students, have been selected to work with us.

Details of the students selected:

1) Aakanksha Patil;

- Post- **Project Coordinator**
- Date of Joining- **15th May 2018; Tuesday**
- List of Documents- PAN Card, Adhaar Card, Educational Qualification Documents, Bank details, Ration Card/ Electricity Bill, 4 Passport sized photos (Self) and 4 Passport sized Family photographs.

2) Shivam Rakesh Sharma;

- Post- **Site Engineer**
- Date of Joining- **15th May 2018; Tuesday**
- List of Documents- PAN Card, Adhaar Card, Educational Qualification Documents, Bank details, Ration Card/ Electricity Bill, 4 Passport sized photos (Self) and 4 Passport sized Family photographs.

Request you to co-ordinate with the students for the same and kindly revert to this mail for your confirmation.

Congratulations once again!!!

It was a great pleasure having such bright students to interview at our organisation 😊

Thanks & Regards,
Tanushree Dasgupta
Jr. Environmental Officer

On Fri, Mar 16, 2018 at 11:52 AM, Dr. Sukhdev D Kadam <drsdkadam@siberindia.edu.in> wrote:

P.Prasad, Dhuri madam and Ahre madam, good morning to you all, and I am verymuch thankful to you for selecting and considering our students in your well known organization for permanent placement. Please tell my regards to Ajay.

As per your mail the short listed students will be report to you at your office tomorrow about 11.00am.

Thanking You,
Regards

On Thu, Mar 15, 2018 at 4:16 PM, Technogreen Environmental Solutions <technogreen.solutions@gmail.com> wrote:

Dear Sir,

This is in reference to the interview conducted by Ms. Manjul Ahire and Ms. Mayuri Dhuri at CSIBER on 13 March 2018 Tuesday.

We would like to thank you for all your support and arrangements for the same. We had a great experience interviewing your students and it was our great pleasure conducting the same.

The short listed students after the first and second round are mentioned below:

1. Khade Rohit Vishnu
2. Shivam Rakesh Sharma
3. Swaroopa Balasaheb Mole

4. Neha Rajendra Joshi
5. Prasad Rajendra Pisal
6. Aakanksha Patil

Taking the prior procedure further we are conducting 2 more rounds i.e. written and technical interview on 17 March 2018; Saturday.
Please refer the interview details mentioned below.

Interview Details:

1. **Name of the company:** Technogreen Environmental Solutions
2. **Address:** 202, Hem Opal, Plot No. 26, Ekta Society, Near Joshi Wadewale Lane, Wakadewadi, Pune 411003.
3. **Date:** 17th March 2018; Saturday
4. **Time:** At 11:00 am
5. **Contact No :** 020-65201202
6. **Location on map:**
<https://www.google.co.in/maps/place/Technogreen+Environmenta+l+Solutiion/@18.8095149,73.1521209,10z/data=!4m8!1m2!2m1!1stechnogreen+environmental+solutions!3m4!1s0x3bc2c065a7c56561:0xfc7cd7e96cf878fc!8m2!3d18.541263!4d73.852112>

We have already personally mailed the short-listed students for the same. However request you to co-ordinate with them as well.

Best,
Tanushree Dasgupta
Junior Environmental Officer

--

Technogreen Environmental Solutions
202, Hem Opal, Plot No.26, Ekta Society,
Wakdewadi, Pune- 411003
Tel: 020- 25822426,020-65201202
<http://www.technogreen.co.in>



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Dr. S D. Kadam

Professor
Department of Environment Managemnt
Chhatrapati Shahu Institute of Business Education and Research

E-mail: drsdkadam@siberindia.edu.in
Website: www.siberindia.edu.in
Phone: 0231-2535706/07 | 09420584207



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202, Hem Opal, Plot No.26, Ekta Society,
Wakdewadi, Pune- 411003
Tel: 020- 25822426,020-65201202
<http://www.technogreen.co.in>



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Technogreen Environmental Solutions

202, Hem Opal, Plot No.26, Ekta Society,

Wakdewadi, Pune- 411003

Tel: 020- 25822426,020-65201202

<http://www.technogreen.co.in>

Aakanksha Patil <appatil04@gmail.com>
To: Placement Siber <cdc@siberindia.edu.in>

Wed, May 9, 2018 at 3:24 PM

Dear Ma'am,
I have received below mail from Technogreen Environmental Solutions

Regards,
Aakanksha Patil

Sent from my iPhone

Begin forwarded message:

[Quoted text hidden]

Aakanksha Patil <appatil04@gmail.com>
To: Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Thu, May 17, 2018 at 6:37 PM

Dear Ma'am,

As mentioned in the above mail, I will join on 1st June, 2018

Regards,
Aakanksha Patil

Sent from my iPhone

On 17-May-2018, at 1:30 PM, Technogreen Environmental Solutions <technogreen.solutions@gmail.com> wrote:

Hi Akanksha,

This is to inform you that you are requested to join with us on **1st June 2018 i.e. Saturday**; as discussed with the management.
Kindly revert to this mail for your confirmation.

[Quoted text hidden]

[Quoted text hidden]

--



202, Hem Opal, Plot No.26, Ekta Society,

Wakdewadi, Pune- 411003

Tel: 020- 25822426, 7276081202

<http://www.technogreen.co.in>



Aakanksha Patil <appatil04@gmail.com>

Sat, May 26, 2018 at 10:35 AM

To: Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Dear Ma'am,

At what time should I report in the organisation on 1st June 2018?

Regards,
Aakanksha Patil

Sent from my iPhone

[Quoted text hidden]



...Engineering Excellence

Ref: VISPL/HR/OAL/2018/05/4

Ms. PRIYANKA SUNIL GURAV.,
A/P - POTALE,
NEAR HANUMAN TEMPLE (JUNE GAOTHAN POTALE)
MAHARASTRA..
Mobile No: 9158467749
Email ID: priyankasgurav96@gmail.com

Sub: Offer of Appointment as "Lab Assistant, L 2"

Dear Ms. PRIYANKA SUNIL GURAV.,

Consequent to the interview you had with us, we are pleased to offer you employment as "Lab Assistant" in our "QA/QC" Department with L 2 Grade. Your present post of location will be at KOLHAPUR. You will report to "Project Head" or any other assigned person.

You shall join us on or before 15-May-2018.

Following are the Terms and Conditions of Appointment:

1) Remuneration & Other Benefits

- a) Your monthly CTC / Salary will be as mutually agreed. Apart from the salary, you will be provided Food & Accommodation as per policy.
- b) The Company may periodically review any remuneration, benefit, facility or perquisite that had been extended to you.
- c) You will be entitled to leave and other benefits as per the policies framed by the Company from time to time as applicable.
- d) Your services will be governed by the prevalent rules and regulations of the Company and any future amendments.

2) Duties & Responsibilities

- a) You will efficiently discharge your duties, entrusted to you from time to time, to the satisfaction of the management.
- b) The Company may send you on deputation lend or transfer your services to any of its Departments, Affiliates, Subsidiaries or Associate Companies or transfer you to Company's Establishment in other locations existing at present or which may be established in future. Upon such transfer, you will be governed by the terms & conditions as applicable to the place of work.
- c) During the course of employment in our Company, you will not carry on any business of our own or engage yourself in any other business / service.

Page 1 of 4

VISHWA INFRASTRUCTURES AND SERVICES PVT. LTD.

Regd. & Corporate Office : 1-11-256/C/24, Plot No. 24, Gagan Vihar Colony, Begumpet, Hyderabad 500 016, Telangana (INDIA)
CIN: U45200TG2004PTC044833; Phone: +91 40 2776 3835 / 36 /37, Email: info@vishwainfra.in; website: www.vishwainfra.in



Ms. PRIYANKA SUNIL GURAV.

3) Probation period

- a) You will be on probation for a period of six months from the date of your joining. This period of probation can be extended at the sole discretion of the management depending upon your overall performance.
- b) The Management of Vishwa reserves the right to extend the probationary period. Upon successful completion of your probation period, confirmation of service will be given in writing.

4) Resignation & Termination of Services

- a) The Management of Vishwa reserves the right to discharge the employee services during the probation period if not found suitable with one month's notice or earlier, if the situation so warrants.
- b) Employee resigning while on probation will have to serve a notice period of One month or earlier with the approval of the management.
- c) After completion of the probation period & confirmation, the notice period for separation on either side will be one month. When either side offers the payment in lieu of notice, the notice pay shall mean the basic salary only and does not include any other allowances.
- d) Company shall be at liberty to terminate the contract forthwith without any notice or compensation, if you are found guilty of any act or any breach of duty, either by way of omission or commission, which is prejudicial to the organization or in case of absence from duty for a continuous period of 10 days without intimation / permission.

5) Confidentiality and Non-disclosure

- a) You will maintain strict confidence of the information which is provided or given to your access by the Employer during the course of work and validity of your employment. Any breach of the same will result in breach of the agreement and the Employer has right to take stringent action against you which might result taking appropriate criminal action. The Employer has right to file a civil case as well to recover the damages caused due to such breach by the employee.
- b) The employee accepts that any confidential information provided by the Employer to the employee shall be used by the employee only for the development of the business of the Employer. The employee undertakes not to disclose the confidential information, except for such purposes/occasions where in the Employer has permitted the employee and such permission shall always be a written permission. The employee shall protect the confidential information with the same degree of care as it applies to protect its own.
- c) The employee agrees not to use or cause to be used for his/her own benefit or for the benefit of any third parties or to disclose to any third party in any manner, directly or indirectly the information concerning to the internal organization or business structure of Employer or its customers, or the work assignments or capabilities of any office or employee, Proprietary information, customers confidential information, trade secrets or any other knowledge or



Ms. PRIYANKA SUNIL GURAV.

information, except that which is public knowledge, or relating to the business of the Employer, or its customers at any time during or after employees term of employment with Employer, without the express prior written consent of Employer.

- d) All information pertaining to your remuneration and terms of employment is confidential and you shall not reveal the contents to any Company employee except to your appropriate superior authorities.
- e) The employee shall not be allowed to keep any unauthorized/extra copies, including written documentation, drawings, formulas, models, specimens etc., of the confidential information which is to the knowledge of the employee all acts performed/done by the employee shall be treated as breach of this agreement.
- f) The employee shall not be allowed to use any unauthorized software in Desktop / Laptop provided by the company. Violation of this clause will be viewed seriously.
- g) Return of employer materials: The employee agrees to return to the Employer before the separation of employee's employment with Employer, any and all written information, documents, materials, floppy disks, CDs, data files or other media containing computer programs or data and all other property and equipment which constitutes, contains or relates in any way to proprietary information, customer's confidential information or trade secrets of the employer or its customers, and any other written information, documents, materials, discs, or other media containing programs or data and all other property of any kind relating in any way to the business of Employer or its customers which are or may be the property of employer or its customers, whether confidential or not, including any and all copies thereof which may have been made by or for employee.

6) Third Party Employment / Contracts:

- a) The employee agrees and confirms to not engage himself with any third parties either by way of a consultant or by way of any contract either for monetary benefits or not with any third parties directly or indirectly or in partnership during the currency of this agreement.
- b) Any breach of the above conditions will result in termination of employment with immediate effect and appropriate damages will be claimed by the employer.

7) Please submit the following documents:

- i. Photocopy(s) of Educational Certificate(s)
- ii. Photocopy(s) of Technical / Skill Certificate(s)
- iii. Experience Letter(s) of past employer (s)
- iv. Appointment letter and last drawn salary proof of previous employer
- v. Relieving letter from previous employer
- vi. Six Passport size photographs of self
- vii. ID proof (Photo copy of Passport / Driving License / Ration Card / Voter ID Card)
- viii. Photo Copy of PAN card

Ms. PRIYANKA SUNIL GURAV.



8) This appointment is issued on the information furnished by you to us in your application, bio-data form and otherwise, and the same shall be null & void of a material error (in the Company's opinion) is discovered therein at any time.

9) Retirement Age:

You shall retire upon completion of 60 years of age.

10) Jurisdiction in case of dispute:

Any dispute arising out of this appointment will subject to the jurisdiction of Hyderabad Courts only.

We are sure you will be an asset to our Company. We wish you a challenging and rewarding career ahead with Vishwa.

Yours truly,
for Vishwa Infrastructures and Services Pvt. Ltd.,

N R Seshu Babu

N R Seshu Babu.
Manager – Human resources

Candidate's Acceptance

I accept the above terms & Conditions of employment

Signature of the Employee & Date : *Gov* 29/9/2018

Name of the Employee : *Priyanka S. Gurav.*

Offer Letter

Ms. Susmita Malgonda Patil
Pune.

Date: 18th April 2018

Dear Susmita,

1. EMPLOYMENT

We are pleased to appoint you on the position of '**Intern Graduate**' with Nityo Infotech Services Pvt. Ltd (the "**Company**"), to render service that may be required by our client ("**BMC Software India Pvt. Ltd**").

You will be on contractual employment with Nityo Infotech Services Pvt. Ltd and the duration of your contract shall be from '**7th-May-2018 to 9th-Nov-2018**' the terms and conditions of your employment with the Company are as follows:-

2. DUTIES

2.1. You will be responsible for performing services for the Customer as assigned by the Customer's employees who are designated with authority to manage and supervise your work from time to time. You shall at all times during the period of this Agreement:

- 2.1.1. You will execute your work at customer premises.
- 2.1.2. Comply with all rules, regulations and procedures of the Customer.
- 2.1.3. Provide reports concerning your work activities from time to time as requested.
- 2.1.4. Not directly or indirectly expropriate any corporate opportunities or otherwise engage in any conduct adverse to the interests of the Company & Customer.

3. COMPENSATION AND BENEFITS

3.1. Details of your monthly compensation are as mentioned below:

Components	Per Month	Annum
Basic	10,150.00	1,21,800.00
HRA	5,075.00	60,900.00
Conveyance	1,000.00	12,000.00
CCA	6,819.00	81,828.00
Medical Reimbursement	500.00	6,000.00
Telephone Reimbursement	270.00	3,240.00
Special Allowance	1,218.00	14,616.00
Bonus	750.00	9,000.00
Gross Salary	25,782.00	3,09,384.00
PF Employer Contribution	1,218.00	14,616.00
Gross CTC	27,000.00	3,24,000.00

Note - Salary will be disbursed on receipt of your Pan Card Copy

- 3.2. You will be covered under Group Medical and Group Accident Insurance Policy Your salary compensation mentioned above is subjected to the deduction towards the premium amount for the same. Premium value is negotiated each year with the Insurance Company and it will reflect as the deduction that the Company will pay to the Insurance Company.
- 3.3. You will be entitled to all other statutory benefits wherever applicable during the contract period.
- 3.4. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against client organization.
- 3.5 **Leave and Public Holidays**
- a) You would be eligible for the leave of 1.5 days per month for every calendar (January to December) year .
 - b) It is mandatory for every employee to take prior approval of his Reporting Manager before availing any leave.
 - c) Candidate who joins after 15th of a month will not be eligible for any leave for that particular month. Also, your 1st salary shall be clubbed and processed with consecutive month's salary.
 - d) Leave accrued over a year will be carried forward in the next leave cycle. Please note that in a leave cycle, only 18 leaves will be allowed and approved to be carried forward in the next leave cycle year. Any leaves exceeding 18 leaves will lapse. There will be no leave encashment applicable for any employee.
 - e) Public/festival holidays would be as per the policy of our client for whom you are rendering your services. Also, you would be entitled to the holidays as per the policy of our client, except floater.

4. TERMINATION

- 4.1. Either Party can terminate this contract, while it is effective, by giving One (1) month's advance written notice to the other Party.
- 4.2. Nityo will promptly settle all your dues after making applicable deductions. Termination of this contract shall not affect the obligations of the parties that have been incurred prior to termination. Further obligations relating to confidentiality and intellectual property shall continue after termination of this contract.
- 4.3. Upon expiry or termination of the contract, your employment with Nityo shall stand terminated forthwith.
- 4.4. The Company may by immediate written notice forthwith terminate this Agreement and without compensation if you:
- 4.4.1. commit any act of gross misconduct or repeat or continue (after written warning) any other [material] [serious] breach of your obligations under this Agreement; or
 - 4.4.2. are guilty of any conduct which in the reasonable opinion of the Customer brings you or the Company into disrepute; or
 - 4.4.3. disobey or neglect or refuse orders or directions given or wilfully neglect or refuse to perform any duty given by the Customer; or

- 4.4.4. are convicted of any criminal offence; or
- 4.4.5. commit any act of dishonesty whether relating to the Customer, any of its employees or otherwise; or
- 4.4.6. wilfully give any false information or make any misrepresentation to the Company; or
- 4.4.7. are in the reasonable opinion of the Customer incompetent in the performance of your duties.

5. CONFIDENTIALITY

5.1. "Confidential Information" which is defined as including:

5.1.1. "documents, materials and information (whether oral, written, visual, electronic or otherwise and whether or not marked "CONFIDENTIAL") relating to the business or affairs of the Company, its management, subsidiaries, and affiliated or associated companies, including but shall not be limited to the Company's price lists, the Company's clientele contact lists, propriety information on accounts, trade secrets, know-how, trade connections, apparatus, process, formula, product, invention, system, and all other information of a private and confidential nature".

5.1.2. During the course of your employment, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and methods of dealings with its customers and employees, and you also will develop relationships of special trust and confidence with the Company's customers and employees.

5.2. Hence, you agree to be employed by the Company on the terms and conditions set out below:

5.2.1. You agree that such Confidential Information is for the Customer's exclusive benefit;

5.2.2. You shall not at any time now or hereafter, directly or indirectly use or disclose any Confidential Information, in part or in whole to any other person, except with specific approval, in writing, from the Customer; and

5.2.3. Your compensation and other benefits are confidential and are not to be divulged to any person who is not authorized by the Company in this regard.

5.2.4. Upon the conclusion or termination of your employment, you will promptly return to the Company or Customer, all Confidential Information in whatever form (including all copies thereof and documents, reports, summaries and notes derived there from) provided in the course of your employment. You shall also delete, remove or destroy all copies of the Confidential Information from any unauthorized databases or document retrieval system into which they have been placed and certify to the Company that the same has been done.

5.2.5.

6. USE OF INTELLECTUAL PROPERTIES

6.1. You agree that any and all Intellectual Property conceived, discovered, created or invented by the Customer or you in the course of your employment by the Company now or after the date hereof shall belong to the Customer and that you shall upon request, execute the necessary documents, applications and assignments transferring the same to the Customer and do all other things requested to perfect the Customer's rights therein.

6.2. You acknowledge and agree that the Intellectual Property belonging to the Customer shall be used for the purpose of your employment for the Customer and during the term of your employment only. You shall not directly or indirectly acquire any rights in respect of the Intellectual Property and that all such rights and goodwill are and shall remain vested in the Customer.

7. **NON-COMPETITION AND NON-SOLICITATION**

7.1. You shall not during your employment with the Company, directly or indirectly engage in any business competitive with the Customer, whether as a owner, partner, shareholder, officer, employee, agent, consultant or otherwise.

8. **GOVERNING LAWS**

8.1. This Agreement is governed by, and shall be construed in accordance with, the laws of India and you will hereby irrevocably submit to the exclusive jurisdiction of the Courts of India in respect of any proceedings arising out of or in connection with this Agreement.

9. **ENTIRE AGREEMENT:**

9.1. This Agreement represents the entire agreement of the Parties and it supersedes all prior statements, discussions and understandings and may be amended only in writing signed by both Parties.

9.2. Any breach of this Agreement provides justifiable ground for the Company to dismiss you without any compensation of whatever nature as a result of the dismissal. The dismissal does not relieve you from the obligation to compensate the Company for any and all damage suffered.

9.3. In addition to and without prejudice to the Company's rights above, you agree to indemnify and hold the Company and its Customer harmless against all claims, losses, damage, costs, expenses, proceedings, fees of legal advisers (on a client-solicitor basis) and fees of other professionals incurred by the Company arising from a breach or neglect or alleged breach or neglect of this Agreement.

9.4. The Company reserves the right to vary any of the terms and conditions of employment in accordance with the changes in its policies and practices under intimation to you.

Agreed to and accepted with the express intent to be legally bound	For Nityo Infotech Services Pvt Ltd
Signature: _____ Name: _____ Designation: _____ Date: _____	Signature: _____ Name: Dolly Oza Designation: Sr.HR. Executive Date: _____



645 E ward, 1st lane, Shahupuri, Opp P. N. Gadgil Jewellery Shop, Venus Corner, Kolhapur, M.S. INDIA. Pin- 416 001

Web:- www.Kolhapurjobs.in, e-mail:- mpckolhapur@gmail.com.

Contact: 9011021191, 8237165555, 7385350554, 2653930.

Date: 13- 02- 2018

2018

Subject: Appointment Letter

Dear Namrata Vinay Agawane,

Following your acceptance of the job offer letter which you signed on 13th February 2018 we would like to confirm your appointment with Nokari Mahamandal as a Placement Consultant. Your employment is be subject to the terms and conditions listed below:

Starting Date:

Your starting date is 13th February 2018

Work Timings

Your work timings are from 9.30 AM to 5 PM, Monday to Sunday.

Probation Period

you will be on a probation period for the first Three months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

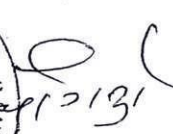

your monthly stipend salary is Rs. 4000.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to Nokari Mahamandal We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

Sincerely,



 Dhaval Rajan Chougale

Director,
Nokari Mahamandal

645 E ward, 1st lane, Shahupuri, Opp P. N. Gadgil Jewellery Shop, Venus Corner, Kolhapur, M.S. INDIA. Pin- 416 001

Web:- www.Kolhapurjobs.in, e-mail:- mpckolhapur@gmail.com.

Contact: 9011021191, 8237165555, 7385350554, 2653930.

Date: 9 - 9 - 18

2018

Subject: Appointment Letter

Dear Aishwarya Vijay Avate,

Following your acceptance of the job offer letter which you signed on 9th March 2018 we would like to confirm your appointment with Nokari Mahamandal as a Placement Consultant. Your employment is be subject to the terms and conditions listed below:

Starting Date:

Your starting date is 9th March 2018

Work Timings

Your work timings are from 9.30 AM to 5.30 PM, Monday to Sunday.

Probation Period

you will be on a probation period for the first Three months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

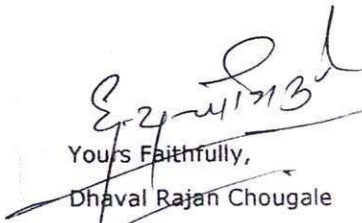
your monthly stipend salary is Rs. 4000.

Further information governing your employment can be found in the signed contract as well as the Employee Policy document.

If you have further questions, please contact me directly or simply approach the HR department.

Congratulations on your appointment and welcome to Nokari Mahamandal We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

Sincerely,


Yours Faithfully,

Dhaval Rajan Chougale

Director,
Nokari Mahamandal



HUTATMA SAHAKARI BANK LTD., WALWA

Head Office, "B' Type, Kamgar Bhavan, Karkhana Road, Walwa.

Tal. Walwa, Dist. Sangli. 416 313

☎:(02342)267881,267338 Fax No.(02342) 267338

e-mail- ho@hutatmabank.com

Ref 24/2018-13

14 MAY 2018

Letter of Appointment

To,

Miss. Tabbasum Babasaheb Makandar

Chikhali

I am pleased to offer you employment in the position of Jr. Trainee Officer with Hutatma Sahakari Bank Ltd, Walwa Branch **Kolhapur**

As Jr. Trainee Officer you will be entitled to a monthly starting remuneration of Rs 12500/- (Rupee Twelve Thousand Five Hundred only) which indicate cost to bank. You will be on a probation period of six months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at bank is dependent on your successful completion of the probationary period.

You will be entitled to all allowances and benefits whatsoever decided by the management.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining Hutatma Sahakari Bank on the **20th May 2018**

I am looking forward to working with you.

Sincerely,


Hutatma Sahakari Bank Ltd, Walwa
HR Officer

Hutatma Sahakari Bank Ltd, Walwa

HR Officer



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

Neelam S.Patil,
Kalangnagar,
Dist-Sangli

RE: LETTER FOR OFFER OF EMPLOYMENT – *Business Advisor*

Dear Miss. Neelam,

Following our recent discussions, we are delighted to offer you the position of *Business Advisor* with Our Organization. Our Organization is describe key highlights about your organization. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our *Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of *Surfmii Promotions Private Limited*. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

The following points outline the terms and conditions we are proposing.

- The Package for this position will be **1.80 lac+Incentives (TA/DA Included)**
- **If appropriate and desired:** Job expectations – Committee Data Entry, workload,OT etc.
- **If applicable:** Partial target completion may affects salary.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at recruitment@surfmii.com. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by 30th April 2018. Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .



Seal

Neelam
27/05/18

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.

**EMPLOYMENT AGREEMENT
SURFMII PROMOTION PRIVATE LIMITED**

This Agreement is entered into this the June 2018 between SURFMII, a Company registered in India, having its registered office at Marwade, Dist-Solapur, and Miss. Neelam S.Patil, an Indian inhabitant residing at Kalangnagar, Dist-Sangli of the Employee.

WHEREAS

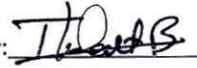
- A Company has selected the Employee for the position of **Business Advisor**, which would initially involve extensive training for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to the Employee
- B The Employee, on joining the Company, undertook to stay in employment of the Company for a minimum period of one year.
- C The Employee undertakes to undergo the training methodologies, as may be required, and understand the job responsibilities, the Employee, as part of the consideration for the training efforts and costs involved, agreed to sign a bond for not leaving the services of the Company for a minimum period of one year from the date of his/her joining the services of the Company.

NOW THIS AGREEMENT WITNESSETH AS BELOW:

- 1. The Employee acknowledges that substantial costs have been invested on him for training him specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of one year.
- 2. In case the Employee, for any reason, leaves the services of the Company before One year, then he/she shall forthwith pay a sum of Rs.45000 /- (Forty Five Thousand only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company.

In witness hereof the parties have executed this Agreement on the day and date mentioned above

Witness :

- 1. Company: 
- 2. Employee: Neelam 27/05/18
- 3. Training and Placement Officer: _____



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

Swarup A.Patil
Ambai tank,Phulewadi,
Dist-Kolhapur-416010.

RE: LETTER FOR OFFER OF EMPLOYMENT – **Business Advisor**

Dear Mr.Swarup,

Following our recent discussions, we are delighted to offer you the position of **Business Advisor** with *Our Organization*. *Our Organization* is describe key highlights about your organization. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfmii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

The following points outline the terms and conditions we are proposing.

- The Package for this position will be **1.80 lac+Incentives (TA/DA Included)**
- **If appropriate and desired:** Job expectations – Committee Data Entry, workload,OT etc.
- **If applicable:** Partial target completion may affects salary.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at recruitment@surfmii.com. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by 30th April 2018.

Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .



Patil

27/04/2018

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.

EMPLOYMENT AGREEMENT
SURFMII PROMOTION PRIVATE LIMITED

This Agreement is entered into this the June 2018 between SURFMII, a Company registered in India, having its registered office at Marwade, Dist-Solapur, and Mr. Swarup A. Patil, an Indian inhabitant residing at Ambai tank, Phulewadi, Dist-Kolhapur-416010. of the Employee.

WHEREAS


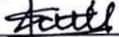
- A Company has selected the Employee for the position of **Business Advisor**, which would initially involve extensive training for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to the Employee
- B The Employee, on joining the Company, undertook to stay in employment of the Company for a minimum period of one year.
- C The Employee undertakes to undergo the training methodologies, as may be required, and understand the job responsibilities, the Employee, as part of the consideration for the training efforts and costs involved, agreed to sign a bond for not leaving the services of the Company for a minimum period of one year from the date of his/her joining the services of the Company.

NOW THIS AGREEMENT WITNESSETH AS BELOW:

1. The Employee acknowledges that substantial costs have been invested on him for training him specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of one year.
2. In case the Employee, for any reason, leaves the services of the Company before One year, then he/she shall forthwith pay a sum of Rs.45000 /- (Forty Five Thousand only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company.

In witness hereof the parties have executed this Agreement on the day and date mentioned above

Witness :

1. Company: 
2. Employee: 
3. Training and Placement Officer: _____



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

Ankita Ravan,
Dist-Kolhapur.

RE: LETTER FOR OFFER OF EMPLOYMENT – *Area Manager*

Dear Ankita,

Following our recent discussions, we are delighted to offer you the position of **Area Manager** with *Our Organization*. *Our Organization* is describe key highlights about your organization. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As-a member of *Our Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfmii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

The following points outline the terms and conditions we are proposing.

- The Package for this position will be 1.92 lac (TA/DA Included)
- **If appropriate and desired:** Job expectations – Committee Target Completion, workload,OT etc.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at recruitment@surfmii.com. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by 30th April 2018.

Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .



Ankita 27/04/18

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

Amit A.Koshti
A/P 6-799,Khanjire Mala,
Tal-Ichalkaranji,
Dist-Solapur

RE: LETTER FOR OFFER OF EMPLOYMENT – **Business Advisor**

Dear Mr.Amit

Following our recent discussions, we are delighted to offer you the position of **Business Advisor** with *Our Organization*. *Our Organization* is describe key highlights about your organization. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Surfnii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfnii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

The following points outline the terms and conditions we are proposing.

- The Package for this position will be **1.80 lac+Incentives (TA/DA Included)**
- **If appropriate and desired:** Job expectations – Committee Data Entry, workload,OT etc.
- **If applicable:** Partial target completion may affects salary.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at recruitment@surfmii.com. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by **30th April 2018**.

Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .



Amit A. Koshti
25/04/18

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.

EMPLOYMENT AGREEMENT
SURFMII PROMOTION PRIVATE LIMITED

This Agreement is entered into this the June 2018 between SURFMII, a Company registered in India, having its registered office at Marwade, Dist-Solapur, and Mr. Amit A. Koshti, an Indian inhabitant residing at - A/P 6-799, Khanjire Mala, Tal-Ichalkaranji, Dist-Solapur of the Employee.

WHEREAS

- A Company has selected the Employee for the position of **Business Advisor**, which would initially involve extensive training for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to the Employee
- B The Employee, on joining the Company, undertook to stay in employment of the Company for a minimum period of one year.
- C The Employee undertakes to undergo the training methodologies, as may be required, and understand the job responsibilities, the Employee, as part of the consideration for the training efforts and costs involved, agreed to sign a bond for not leaving the services of the Company for a minimum period of one year from the date of his/her joining the services of the Company.

NOW THIS AGREEMENT WITNESSETH AS BELOW:

1. The Employee acknowledges that substantial costs have been invested on him for training him specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of one year.
2. In case the Employee, for any reason, leaves the services of the Company before One year, then he/she shall forthwith pay a sum of Rs.45000 /- (Forty Five Thousand only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company.

In witness hereof the parties have executed this Agreement on the day and date mentioned above

Witness :

1. Company: T. D. B.

2. Employee: Amit A. Koshti

3. Training and Placement Officer: _____



OFFER LETTER

Date: 20/12/2017

Dilip Chougale
CSIBER

Dear Dilip

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 7th June 2018. Any change would be communicated to you in due course.

You will be placed anywhere in India & your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: NAME: Dilip Vitthal Chougale DATE: 21-12-2017



Efficient BRAINY
Beyond your expectation...
KOLHAPUR

With reference to your application and subsequent interview with us, we are pleased to appoint you as Designation in our organization on the following terms and conditions.

Date of Joining: You have joined us on 1st March 2018.

Salary: Your Monthly Total Employment Cost to the company would be 8000/- (6Admission) the details of which is been given in the Annexure attached below.

Place/Transfer: Your present place of work will be at Place, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in Hatkanangale tal Area . And jaysingpur, at the sole discretion of the Management.

Probation/Confirmation: You will be on a Probation period for the THREE months. Based on your performance your services will be confirmed with the company in written after THREE months.



During the probation period your services can be terminated with seven day notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month notice on either side.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.

2. You will be required to comply with all such rules and regulations as the Company may frame from time to time.



3. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

4. 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, 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 reason of any of the acts or omission the company shall be entitled to recover the damages from you.

5. Your monthly payment considered on 1 date of business month and closes with 1 date of business month. Salary will be pay to you in 2nd week after closing business month. **(Please check salary structure on page no.5)**

6. 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.

7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your



application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to The Company Name family and look forward to a fruitful collaboration.

With best wishes,

For Company Name. EFFICIENT BRAINY ACADEMY KOLHAPUR
(SMARTTEC SOLUTION)

Name: ANKITA AJITKUMAR KOLE

Designation: EDUCATION CONSELLOR



SALARY STRUCTURE

Earning	Done Admission	Incentive	Salary
Basic	6	fix	8000
	7	700	8700
	8	800	9500
	9	900	10400
	10	1000	11400
	11	1100	12500
	12	1200	13700
	13	1300	15000
Achieve	14	1400	16400
Above	15	2000	18400

Write the name of the employee on the other side of Company name and get it signed with them,

Regards,

Yours faithfully


(Sign of the T.H.)

IMTIYAJ D. MAKUBHAI



Terms / Conditions:-

- 1) Daily 3 Demo compulsory (Monday to Friday)
- 2) Saturday and Sunday 3 demo compulsory
- 3) Holiday on Wednesday
- 4) Daily 5 demo references collection compulsory
- 5) If you submitting 50% of admission fees to organization then you will be eligible for taking your full salary.
- 6) Daily reporting time is morning at 9.30 am.
- 7) If you do 50 demo with proper reporting in month then you eligible
for Petrol Allowance . Allowance Monthly (total allowance . 2000/- or Bus pass)

I agree and accept the above terms/conditions.

(Applicant's Sign)

Mr./Mrs : ANKITA AJITKUMAR KOLE



Goldenoak Food and Beverages Pvt.Ltd.

Regd.Office: 312, Nana Peth,Pune-02

Corporate Office: 12, Shirole Park, Model Colony, Off SenapatiBapatRoad, Pune-16

M. +919021860334 | **Email:** rollsmania@gmail.com | www.rollsmania.com

CIN No. : USS100PN2013PTC148500



Let the good times roll!!!

Vasanti Patil
Director
Rolls Mania Tarabai Park
Kolhapur

To,
Bhakti Bhadra
Training And placement Officer
Chhatrapatishahu Institute Of Business Education And Research, Kolhapur.

Subject: -Working in Rolls Mania Tarabai Park as Manager.(Full time)

The candidate Mr.Jadhav Rushikesh Chandrakant is working in Rolls Mania Tarabai Park outlet as Manager post. He had joined the job and have been continuing his good work from Aug.2017 .Under the guidance of Mr.Dhairyshil Patil.

He had been dealing with outlet operations and handling customers thereby improving CRM, he will be a great asset for us to grow our market share and improve brand image.

Vasanti Patil
Director
Rolls Mania Tarabai Park
Kolhapur.

वास्तुकी पो. पाटीळ



Guru Nanak Hospital & Research Centre

ESTD. BY- SRI GURU SINGH SABHA (REGD.) MUMBAI

S-341, Gandhi Nagar, Bandra (E), Mumbai - 400 051. Tel.: 4222 7777 Fax: 2659 2862 / 4222 7800
Email : info@gurunankhospital.com; Website: www.gurunankhospital.com

Miss. Dhanashri VasantParab
Sukhsagar classic c/202,
Majaswadi,jogeshwari (E)
Mumbai-400060

Sub- Letter of intent for the position of HR trainee

Dear Dhanashri,

We are pleased to offer you the position of HR trainee as discussed by us you are requested to join us on 15th Feb 2018 if there is any change in the date of joining, changes can be taken under consideration.

Your total gross salary will be Rs.12,000 per month, subject to various deduction as per companies and government policies.

The role and responsibilities and other terms and conditions of your employment will be specified in your letter of appointment.

We look forward to hearing from you on this subject.

Your truly,

M.S.Gulati

HR manager

Gurunank Hospital and Research Centre

Date of Joining: 1st Feb, 2018

Personal & Confidential



To,
Miss Riddhi Jayesh Sanghavi,
1144, E WARD,
Sykes Extension,
Kolhapur- 416 001

Sub: - Letter of Appointment

With reference to the discussion we had with you, we are pleased to appoint you as a **Marketing Executive** under the following terms and conditions:

Your date of appointment will be effective from 1st Day of Feb, 2018.

- Your Net Salary is Rs.10,000/- per month.
- Your permanent employment location will be Kolhapur office.
- You will report directly to the supervisor nominated by the management.
- On confirmation, your services in the company may be terminated by either party by serving one month's notice or one month's salary in lieu thereof.
- During the course of your employment with us you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not during your course of Employment and two years after you have ceased to be in the employment of this organization, disclose such confidential/proprietary information to any third party and /or any unauthorized person.

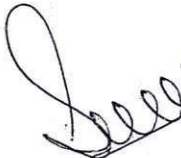

You are required to join on or before 1st Feb, 2018, following which this offer stands withdrawn. At the time of joining please submit the following documents:

- a. Id Proof (photocopy of Pan card/ Driving License)
- b. Address Proof (photocopy of Aadhar card/ Election card/ Rationing card/ Passport)
(If its correspondence address please provide the photo copy of Lease agreement)

All other terms and conditions will be governed by the Company's policies as stated from time to time. We look forward to your joining us for a long, successful and mutually beneficial association

Yours faithfully,

For. Ruggedian Lifestyle Pvt Ltd.

Uppal J Shah
Director
www.ruggedian.com

Ruggedian Lifestyle Private Limited

Regd Office - Mumbai

S2, Sej Plaza, Marve Road, Besides Nutan
School, Malad (West) Mumbai - 400 064
T: 022-49051111

Corp. Office - Kolhapur

Amatya Tower, 6th Floor, Dabholkar Corner,
Opp. Dabholkar Hospital, Kolhapur - 416 002
T : 0231-6688860

A venture of

go digital. go global.



॥ कृषि बलांना राज्य भवेत् ॥

Vegetable Grower's Association of India (VGAI)

Reg. No. DR/GGN/115/05-06/ Gurgaon (Haryana)

Office : Narayangaon, Tal. Junnar, Dist. Pune 410504 (India)

Mob. + 91 7588031777, + 91 9860208029, Tel. : 09422972859

E-mail: shriramg20@yahoo.co.in / vgai04@gmail.com / www.vegaindia.com

Shriram Gadhave
President

Date: 09/01/2018



Date: 09th January 2018

Pramod Jadhav

Subject -: Internship Trainee Offer

Dear Mr. Pramod,

This is in Continuation with our discussion our organization offers you internship training for 06 months on Crop life PPE Awareness Program.


Following shall be the terms and conditions for the internship trainee programme:

- 1) The internship trainee offer is for 06 months which will start from 15th Jan 2018 to 15th July 2018.
- 2) You have to conduct minimum 1 farmers training, 1 school campaign and one government official visit in every week.
- 3) That you should conduct minimum one demonstration in each week at farmers' field with PPE Kit.
- 4) You shall conduct one field day with minimum 100 farmers in selected village in presence of Crop Life team and VGAI team in every month.
- 5) That you shall submit data and report in stipulated format to VGAI at every week.
- 6) The demonstration material and training material will be provided by VGAI.
- 7) On successful completion of internship and submission all data along with project report you will be offered experience certificate.
- 8) Further you shall be entitled for a stipend of Rs. 18000/- per month during the said period of 06 months and all deduction applicable as per rule.

Accepted By

Mr. Pramod Jadhav

Offered By


Santosh Sahane
Technical Director

For Vegetable Growers
Association Of India



Mokshaa Motorbike Company Private Limited

Regd Address: 701, Magnolia Annex, North Avenue, Kalyaninagar,
Pune 411006

OFFER LETTER

1st March 2018

Sandesh Patil,

Dear Sandesh,

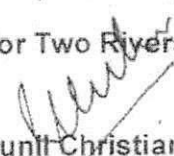
With reference to your interview and subsequent discussions held with you, we are pleased to offer you the position of **Trainee Sales Consultant** in our organization.

As discussed, your Gross will be **Rs.6,000/-** per month.

This is an offer letter only, your exact terms and conditions of employment and detailed salary breakup will be mentioned in the appointment letter which will be issued subsequently on your joining this organization.

Please convey your acceptance of the above offer by sending us a signed copy of the letter within two days, post which this offer will stand void.
As discussed we will require you to join by **5th March 2018**.

For Two Rivers Harley – Davidson


Sunil Christian
Managing Director



Gallagher Service Center LLP

LLPIN : AAI - 5010

(Formerly known as Gallagher Operations Support Services Private Limited up to February 07, 2017)

Date: 28 Feb 2018

Mr. Abhishek Khadikar

Dear Abhishek,

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Assistant

Emoluments A	Per Annum	Per Month
Basic	51455	4288
HRA	2573	214
Prorata Statutory Bonus	10500	875
Employer Contribution Provident Fund	6175	515
Special Allowance	57935	4828
Fixed Emolument	128638	10720
Benefits B		
Gratuity	2474	
Employers contribution of ESI	5818	
Benefits Total (B)	8292	
Cost to Company(A+B)	136930	
Deductions		
Employer's Contribution to Provident Fund		515
Employee's Contribution to Provident Fund		515
Employee's Contribution to ESI		179
Professional Tax		200
Net pay		9312

***Compensation would be as per company prevailing policies.**

Date of joining: (June\July\Aug 2018) Tentative

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Kolhapur and you will be expected to attend the office during the working hours as decided by the company.

Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 50% aggregate

A detailed appointment letter will be issued to you on DOJ.

Looking forward to a long and mutually beneficial association.

Yours faithfully,
For Gallagher Service Center LLP



Shraddha Wadhvani
Senior Functional Manager- Human Resource

Date: _____



RS signature
Solutions Private Limited



Date: 05/02/2018

TO WHOMSOEVER IT MAY CONCERN

This is to inform that Miss. Vora Lekha Jagdish, Miss. Yadav Poorva Deepak, Miss. Kulkarni Chinmaya Mahesh, are selected as trainee recruiter in RS Signature Solutions Private Limited and the office time of the company is Monday to Friday 09:30 am to 7:30pm. and Saturday Sunday weekly off.

For,
RS Signature Solutions Private Limited
RS Signature Solutions Private Limited


Managing Director

Head Office:
Flat No. 506, Siddhi Heritage, Laxmi
Narayan Nagar, Kolhapur, Maharashtra
India. PIN - 416003
Phone: +91 231 2650504
Email: office.kolpr@rsi4.com
Visit us: www.rsi4.com

Branch Office:
Palace View Apt., 5th Floor, E- Ward,
Chhatrapati Park, New Palace Area,
Kolhapur, Maharashtra, India.
PIN - 416003
Phone: +91 76204 94804
Email: office.kolpr@rsi4.com

Pune Office:
Office No. 407A, C-4 Level, Amanora
Chambers (East), Amanora Park Town,
Hadapsar, Pune, Maharashtra, India.
PIN - 411028
Email: office.pune@rsi4.com

Mumbai Office:
Fantasia Business Park, G-21,
Plot No.47, Sector 30A, Near Inorbit
Mall Vashi, Mumbai,
Maharashtra, India.
PIN - 400705



DESHPANDE AUTOMECH PVT. LTD.

Plot No. E-42 & 43, MIDC, Shirol, Kolhapur - 416 122. Maharashtra, India.

Phone : (0230) 2468016. E-mail : info@autodesh.com

Date: 01.02.2018

Ms Pranita Ramesh Patil,
District-Kolhapur.

Subject - Appointment

Dear Pranita,

Further to your application dated 28.12.2017 and Personal Interview, we are pleased to appoint you as 'Trainee-HR & sales' w.e.f. 01.02.2018 on the following terms and conditions.

1. Designation & Nature of Appointment - You are designated as "Trainee - HR & Sales".
Your appointment is on six months training period.
Your service will be taken on probation period subject to satisfactory performance in training period.
2. Salary & Perk - You will get consolidated payment of Rs. 11,000/-
3. Nature of Duties - You will carry-out duties assigned to you and report to Sales & HR incharge (Presently Manasi Deshpande).
4. Other Conditions - a) You will abide by all the rules then in force in the company.
You should fully comply with the code of conduct in the company.
b) Your services shall automatically stand terminated if you are found to have indulged in committing any misconduct.
c) During the tenure of service with us, you shall not carry on any other trade business, profession, vocation & avocation and if found guilty, your services shall automatically stand terminated.
d) Your services are transferable to any other unit, concern or company under the same group of management with or without any modifications in the terms of employment.
e) Your services can be terminated by giving one month's notice or compensation in lieu of the notice on either side.

If the above terms are acceptable to you, please sign the duplicate copy of this letter as token of having read, understood & accepted the above cited terms & conditions.

Yours faithfully,
FOR DESHPANDE AUTOMECH PVT. LTD.

[M. S. Joshi]
Managing Director

Training Period - 5th Feb to 11th Feb 2018

Kolhapur Home Revise

Register Office : B-1, Shree Ganesh Tower, Behind Gaondevi Bus Depot. Next to Gaondevi Maidan, Naupada, Thane (W). 400 602. Tel. No. : 0222 - 25411515 / 25410303

Corporate Office : 7th Floor, Odyssey IT Park, Road No. 9, Near P. F. Office, Wagle Industrial Estate, Thane (W). 400 604. Tel. No. : 0222 - 5870033 / 44



Date: 12/2/2018

Mr. Ritesh Shinde

(Kolhapur)

Dear. Ritesh,

Subject: Offer Letter

We are happy to offer you a position as a "Education Counselor" with our company .

Your gross per month salary will be 15000/-

Your date of commencement of work with us will be on 12th February 2018.

Your reporting location will be as per decision of reporting manager.

You will be on probation for a period of 6 months from the date of commencement of work. The probation period may however be extended at the discretion of the company.

You are liable to follow reporting system mentioned below-

- Daily E-Mail Reporting
- Weekly Review Meeting
- Monthly Meeting

Your per month collection should be justified against your per month salary. It should be minimum 5 times of your per month salary. Else any strict actions can be taken against it.

You will be required to carry out such duties and job functions in which you may be instructed from time to time by the company or the person acting on behalf of company and you may be required to be transferred from one section or department, at the discretion of the company.

If company is terminating you or asking you to give resignation then you will be not liable for any salary dues for that respective month & if you don't want to continue & not providing any notice period then also company will not be liable for paying you that respective month salary. From employee in probation period 15 days' notice is required & after probation period 1 month notice is required to serve for FNF process. FNF process will take place after 45 working days from your date of last working day.



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

Swarup A.Patil
Ambai tank, Phulewadi,
Dist-Kolhapur-416010.

RE: LETTER FOR OFFER OF EMPLOYMENT – **Business Advisor**

Dear Mr.Swarup,

Following our recent discussions, we are delighted to offer you the position of **Business Advisor** with *Our Organization*. *Our Organization* is describe key highlights about your organization. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfmii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

The following points outline the terms and conditions we are proposing.

- The Package for this position will be **1.80 lac+Incentives (TA/DA Included)**
- **If appropriate and desired:** Job expectations – Committee Data Entry, workload,OT etc.
- **If applicable:** Partial target completion may affects salary.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at recruitment@surfmii.com. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by 30th April 2018.

Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .



Patil
27/04/2018

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.

EMPLOYMENT AGREEMENT
SURFMII PROMOTION PRIVATE LIMITED

This Agreement is entered into this the June 2018 between **SURFMII**, a Company registered in India, having its registered office at **Marwade, Dist-Solapur**, and **Mr. Swarup A.Patil**, an Indian inhabitant residing at **Ambai tank, Phulewadi, Dist-Kolhapur-416010**. of the Employee.

WHEREAS

- A Company has selected the Employee for the position of **Business Advisor**, which would initially involve extensive training for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to the Employee
- B The Employee, on joining the Company, undertook to stay in employment of the Company for a minimum period of one year.
- C The Employee undertakes to undergo the training methodologies, as may be required, and understand the job responsibilities, the Employee, as part of the consideration for the training efforts and costs involved, agreed to sign a bond for not leaving the services of the Company for a minimum period of one year from the date of his/her joining the services of the Company.

NOW THIS AGREEMENT WITNESSETH AS BELOW:

- 1. The Employee acknowledges that substantial costs have been invested on him for training him specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of one year.
- 2. In case the Employee, for any reason, leaves the services of the Company before One year, then he/she shall forthwith pay a sum of Rs.45000 /- (Forty Five Thousand only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company.

In witness hereof the parties have executed this Agreement on the day and date mentioned above

Witness :

1. Company: 

2. Employee: 

3. Training and Placement Officer: _____



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

Neelam S.Patil,
Kalangnagar,
Dist-Sangli

RE: LETTER FOR OFFER OF EMPLOYMENT – *Business Advisor*

Dear Miss. Neelam,

Following our recent discussions, we are delighted to offer you the position of **Business Advisor** with *Our Organization*. *Our Organization is describe key highlights about your organization*. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfmii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

The following points outline the terms and conditions we are proposing.

- The Package for this position will be **1.80 lac+Incentives (TA/DA Included)**
- **If appropriate and desired:** Job expectations – Committee Data Entry, workload,OT etc.
- **If applicable:** Partial target completion may affects salary.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at recruitment@surfmii.com. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by **30th April 2018**.

Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .



Seal

Neelam
27/05/18

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.

EMPLOYMENT AGREEMENT
SURFMII PROMOTION PRIVATE LIMITED

This Agreement is entered into this the June 2018 between SURFMII, a Company registered in India, having its registered office at Marwade, Dist-Solapur, and Miss. Neelam S.Patil, an Indian inhabitant residing at Kalangnagar, Dist-Sangli of the Employee.

WHEREAS

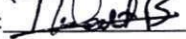
- A Company has selected the Employee for the position of **Business Advisor**, which would initially involve extensive training for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to the Employee
- B The Employee, on joining the Company, undertook to stay in employment of the Company for a minimum period of one year.
- C The Employee undertakes to undergo the training methodologies, as may be required, and understand the job responsibilities, the Employee, as part of the consideration for the training efforts and costs involved, agreed to sign a bond for not leaving the services of the Company for a minimum period of one year from the date of his/her joining the services of the Company.

NOW THIS AGREEMENT WITNESSETH AS BELOW:

1. The Employee acknowledges that substantial costs have been invested on him for training him specifically for effectively handling the job responsibilities and, any discontinuance of the employment before the expiry of the one year term would unfairly prejudice the Company, and, as such, the Employee undertakes not to leave the services of the Company, for any reason whatever, for a minimum period of one year.
2. In case the Employee, for any reason, leaves the services of the Company before One year, then he/she shall forthwith pay a sum of Rs.45000 /- (Forty Five Thousand only) being the indemnification of the cost of training to the Company. The Employee undertakes not to dispute the amount, and shall pay the amount, before requesting for formal relieving order from the Company.

In witness hereof the parties have executed this Agreement on the day and date mentioned above

Witness :

1. Company: 
2. Employee: Neelam 27/05/18
3. Training and Placement Officer: _____



Unit No. 3, Callaxmi Park,
Rudhanganri Road, Kolhapur
• Mob: +91 98234 88466
• info@sainoormedia.com
• www.sainoormedia.com

Ref. No. : _____ Date _____

OFFER LETTER

DATE:- 07/03/2018

Ms. Sonerao Jadhav
Kolhapur.
Greetings..!!

We are pleased to inform you that you have been selected as SEO/SMO Analyst in Our Company and you will be placed in Information Technology and Development Department on the following terms and conditions:

Date of joining: - Between July to August 2018

Designation: - SEO/SMO Analyst

CTC: - 96 KPA to 1.2 LPA

As per discussion you have to work full time as an employee of company. You have to undergo the required training of 45 days at Kolhapur without any stipend. After training you will be on role as an employee of our company as per your performance test.

RULES AND REGULATIONS

- > You have to follow all Rules & Regulations and Rules as per company from time to time.
- > You have to work minimum six month as an employee in our organization.

We look forward to you joining our team. We are sure that you will have a bright career with our company. We take this opportunity to welcome you and your family into the folds of our company.

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.



OUR PRODUCTS

- Web Site Design
- Web Application Development
- Web Site Re-Design
- Search Engine Optimisation
- Digital Marketing
- Mobile application
- Social Media Management
- Software Development
- Logo Design
- Card Design

PUNE OFFICE : 8/6 Lane No.4 Br, Canal Road, Kishor Mini Market, Karve Nagar, Pune.



Head Office - Bangalore, Karnataka
Rajaramnagar Road, Kolhapur
• Mob: +91 98220 29444 - +91 9822 34 4444
• info@sainormedia.com
• www.sainormedia.com

OUR PRODUCTS

- Web Site Design
- Web Application Development
- Web Site Re-Design
- Search Engine Optimisation
- Digital Marketing
- Mobile application
- Social Media Management
- Software Development
- Logo Design
- Card Design

Ref. No. :

Date:

OFFER LETTER

DATE:- 07/03/2018

Ms. Priyanka Chougule
Kolhapur.

Greetings..!!

We are pleased to inform you that you have been selected as SEO/SMO Analyst in Our Company and you will be placed in Information Technology and Development Department on the following terms and conditions:

Date of joining: - Between July to August 2018

Designation: - SEO/SMO Analyst

CTC: - 96 KPA to 1.2 LPA

As per discussion you have to work full time as an employee of company. You have to undergo the required training of 45 days at Kolhapur without any stipend. After training you will be on role as an employee of our company as per your performance test.

RULES AND REGULATIONS

- > You have to follow all Rules & Regulations and Rules as per company from time to time.
- > You have to work minimum six month as an employee in our organization.

We look forward to you joining our team. We are sure that you will have a bright career with our company. We take this opportunity to welcome you and your family into the folds of our company.

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.



PUNE OFFICE : 8/6 Lane No. 4 Br, Canal Road, Kishor Mini Market, Karve Nagar, Pune.

OFFER LETTER

Date: 20/12/2017

Snehal Yadav
CSIBER

Dear Snehal

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 7th June 2018. Any change would be communicated to you in due course.

You will be placed anywhere in India & your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!


Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: S. Yadav NAME: Yadav Snehal vishwa DATE: 21/12/2017

OFFER LETTER

Date: 20/12/2017

Yogesh Khandekar
CSIBER

Dear Yogesh

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 7th June 2018. Any change would be communicated to you in due course.

You will be placed anywhere in India & your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Yogesh Khandekar NAME: Khandekar Yogesh B. DATE: 21/12/2017

OFFER LETTER

Date: 20/12/2017

Dilip Chougale
CSIBER

Dear Dilip

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 7th June 2018. Any change would be communicated to you in due course.

You will be placed anywhere in India & your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

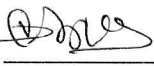

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:  NAME: Dilip Nitthal Chougale DATE: 21-12-2017

SLK GLOBAL SOLUTIONS

Branch Office : "Karveer Nivasini Tower",
1st, 2nd, 3rd & 4th Floor, C.S. No. 1029A, 1029 B/1, 'E' Ward, Gavati Mandai,
Shahupuri, Kolhapur - 416 001,
Maharashtra, India. T +91 231 661 9300



APPT/SLKGLOBAL/2018
18-May-18

Sagar Ishwar Mane

64/A, At Tanawadi, Post Nool, Tal Gadhinglaj,

Dist Kolhapur, State Maharashtra 416551

Dear Sagar,

Thank you for your application and the personal interview you had with us.

We congratulate you on your selection to join us as "**Associate Team Member**". Your appointment is effective from the **18-May-18**.

The terms and conditions of your employment with us are as follows:-

- 1. Compensation:** As per annexure to this letter.
- 2. Annual Appraisal and Salary Review:** Performance assessment is carried out on a monthly basis. The salary and role review is linked with the annual appraisal (consolidated for entire year) and is carried out under the corporate guidelines prevailing at that point of time.
- 3. Retirement:** The retirement age is 58 years.
- 4. Notice period:** The Contract of Employment can be terminated by either party by giving fifteen (15) days prior notice in Probation period and thirty (30) **days prior notice on confirmation** in writing or by paying fifteen (15) days in probation and one (1) month on confirmation of Base salary in lieu thereof, with prior approval of Company. However, the Company may at its sole discretion reduce the notice period or the payment of Base Salary in lieu thereof.
- 5. Background Check:** Your employment is subject to satisfactory completion of Verification, Antecedents and Testimonials.

Strictly Confidential

Page 1 of 3

Regd. Office : SKL Global Solutions Pvt. Ltd. (formally known as SLK Global Services Pvt. Ltd.), 3rd & 4th Floors, Tower B
SLK Green Park Amin Properties LLP SEZ Sy. Nos. 19.20,20/1, Pujanahalli Village Devanahalli Taluk, Bangalore Rulal- 56211

Congratulation Letter



Mr. /Ms. **Sagar Ishwar Mane**

You have been selected for the Process: Financial Statement Spreading set Up as ATM.

The list of documents to be submitted is given below

1. **Age Proof** – Any of the following
 - ✓ Birth Certificate
 - ✓ X Class certificate
 - ✓ Passport
 - ✓ Driving License
 - ✓ PAN Card

Note: The document should mandatorily specify DOB and have the date

2. **ID Proof** – Identity card Issued by a Government Body – Any of the following
 - ✓ PAN Card
 - ✓ Passport
 - ✓ Aadhar card
 - ✓ X Class mark sheet with photograph attested with corresponding seal.
 - ✓ Election ID Card
 - ✓ Ration Card with Photograph
 - ✓ Bank Passbook(Nationalized Bank) with photograph stamped with bank seal

3. **Address Proof** – Any of the following
 - ✓ Passport
 - ✓ Driving License
 - ✓ Ration Card
 - ✓ Election ID Card
 - ✓ Bank Passbook(Nationalized Bank)
 - ✓ BSNL Telephone bill
 - ✓ Aadhar Card
 - ✓ Post office verification document – Tatkal Address proof card
 - ✓ Public Sector Utility Bills (in Parent's name)

Note: The above proofs can be in the name of Parents. The originals need to be produced for Bank formalities

4. **Education certificates**
 - ✓ X Class & PUC/XII Class pass certificate
 - ✓ Degree/Highest qualification certificates
 - ✓ In case, the Degree certificate is not available, all the years/semester's mark sheets and provision certificate needs to be provided mandatorily as a supplementary document proof for education certificate

Note: All mark sheets should be supported with provisional or final certificate.

**SLK Global Solution Pvt. Ltd, Manyata Embassy Business Park, 7th & 8th Floor, N1 Block
Outer Ring Road, Nagawara, Bangalore - 560045**

any kind of behavior that will be deemed to in violation of the same. Indulging in sexual harassment is a misconduct and will attract strict disciplinary action as per

13. **Separation Procedure:** On resignation/termination of your employment with the Company, you will immediately return / hand over to the Company, before the last working day, all the correspondence, specifications, books, literature, drawings & other records belonging to the Company or relating to Company's business including but not limited to all Confidential Information of the Company and all assets provided to you as a part of your employment with the Company and shall not make or retain any copies of the same.

Immediately after serving notice of resignation/termination of your employment with the Company, the Company shall designate an officer to whom you shall takeover your charge. Such officer may be your immediate manager or any other employee of the Company who may be designated for this purpose. You shall ensure that besides handing over the property of the Company as mentioned above, you shall do all things necessary to transfer the information and knowledge pertaining to projects and assignments on which you were working to the officer taking over charge to the satisfaction of the officer. You shall not be relieved from the services of the Company till such time as the designated officer certifies for having taken over charge.

14. **Others:** The terms and conditions of employment including those mentioned above are subject to and will be governed by the rules and regulations of the Company as applicable from time to time, for your category in the Company.

Kindly sign and return a copy of this letter In token of your acceptance of the above terms and conditions.

We welcome you to 'SLK' family to be a part of the resonant team visioning to excel and wish you a rewarding career with us.

Yours sincerely,
For SLK Global Solutions Pvt. Ltd.,



(Sachin Patil – AVP-Operations)

Dated : 18-May-18 Place: Kolhapur

I have read and understood the terms and conditions of employment as contained in this appointment letter and also the HR Policies of the Company and agree to strictly abide by the same.

I also understand that these policies are subject to change at the sole discretion of the company.

Signature _____

Date: **18-May-18**

Full Name: **Sagar Ishwar Mane**

Strictly Confidential

Page 3 of 3



SURFMII PROMOTIONS PVT .LTD

Mangalwedha, Dist. Solapur, Pin- 413 305

(Registration No :U74999PN2017PTC169395; PAN :AAYCS3246F)

Visit us :- www.surfmii.com E-mail :- online@surfmii.com Phone :- 02188-245610

EMPLOYMENT LETTER

DATE – 28/FEB/2018

Dear Sir / Madam,

Greetings from *Surfmii Promotions Private Limited*!!!!!!!!!!!!!!!!!!!!

We are Taken recruitment drives for 2017-18 For the Management stream in the month of Feb 2018. After all Discussion we are selected some Candidates from Your Institution for the post of CFO , HR & Business Advisors.

We are providing the list of Selected Candidates through drive is as follow

Sr.No	Name of Candidate	Employment Code	Job Title
1.	Mrs.Ankita Ravan	SURFHR004	HR
2.	Mrs.Renuka Deshmukh	W	HR
3.	Mr.Amit Koshti	SURFBA032	BA
4.	Mrs.Nilam Patil	SURFBA033	BA
5.	Mr.Akshay Gaikwad	SURFBA034	BA
6.	Mrs.Pooja Patil	SURFBA035	BA
7.	Mrs.Aishwarya Gavali	SURFBA036	BA
8.	Mr.Swarup Patil	SURFBA037	BA
9.	Mr.Diptesh Bhopalkar	W	CFO

We are looking forward to you joining the Surfmii team. We feel certain that this position will offer you an excellent opportunity for personal growth and provide a real challenge in the evolution of the Market Research that we are creating. We trust you share our vision and fully expect that you will make a major contribution toward the success of the Company.

NOTE: "W" INDICATES FOR WAITING

For more details please feel free to contact us....



[1100111001000110]

Seal



6th April 2022

Bhargavi Kulkarni

Address: C5, Mahindra Housing Society, Near Boys Town Public School, Gangapur Road, Nasik, Maharashtra.

Dear Bhargavi Kulkarni,

We are pleased to extend this offer of appointment, setting out details of your professional engagement with **VNS**.

This engagement is subject to the service conditions as mentioned below and contract of service as mentioned in **Annexure I** attached.

You will be staffed with **VNS** and will be designated as **Trainee - Talent Acquisition – IT Recruitment** during your engagement.

If you are agreeable to the terms and conditions, please return the duplicate of this offer letter duly signed within three days of receiving of this letter. In case we do not receive the formal acceptance within the mentioned period, this offer will be treated as null and void.

Thanks and regards,
For **VN Software Private Limited**

Sai Bapat
Manager – Human Resource

I, **Bhargavi Kulkarni**, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Signature

Date

Name

Place

VN Software PRIVATE LIMITED

Reg Office: Office No. 104, Samruddhi Park, Pune, Maharashtra, India, 411027 **Mob:** +917588420982

Email: hr@vnsoftware.in **Website:** www.vnsoftware.in



Schedule A

VN Software Pvt. Ltd. Terms and Conditions of Employment

The following outlines the terms and conditions of employment with VN Software Pvt. Ltd. The Company reserves the right to change these terms and conditions as necessary, with due notice.

Title	Trainee - Talent Acquisition - IT Recruitment
Initial Reporting Relationship	Manager – Talent Acquisition
Responsibilities	<p>Your job responsibilities include <i>Recruitment</i>. A copy of your position description is attached as Schedule “B.”</p> <p>While employed by the Company, you agree to work on a Fulltime-time basis exclusively for the Company and agree that you shall not, while you are employed by the Company, be employed or engaged in any capacity, in promoting, undertaking or carrying on any other business that competes with the Company or interferes or could reasonably interfere with your duties to the Company without our prior written permission.</p>
Salary	INR 12000/Month + Incentive – During Training Period (first 3 Months) INR 15000/Month + Incentive – After Training Period
Incentive	INR 3000/Joiner upon Invoice Billing Paid by Client
Job Location	S. No 866/3A/1, Kale Mala, Near Enrise Sayaji, Sainath Nagar, Nasik 422009
Status	<i>Full-time</i>
Start Date	7 th April 2022
End Date	20 th March 2025
Hours of Work	Employees are expected to work a minimum of 6 Days per week (Mon – Sat)
Payroll Schedule	Your salary will be paid to you on a 10 th day of every month
Vacation	1 Paid Leave Per Month + Public Holidays per Company Policy
Probationary Period	To assess your fit within Company , the first Three (3) months of your employment will constitute a probationary period. At any time during this probationary period, Company may terminate your employment without cause and without advance notice or pay in lieu of notice. If this occurs, we would have no further obligation to you, financial or otherwise.

VN Software PRIVATE LIMITED

Reg Office: No. 104, Samruddhi Park, Pune, Maharashtra, India, 411027 Website: www.vnsoftware.in

Email: hr@vnsoftware.in



Confidentiality and Intellectual Property	Our offer of employment is conditional upon you agreeing to and abiding by the “Confidentiality and Proprietary Information Agreement.” Attached Schedule “C.”
Non-Solicitation	You hereby agree that, while you are employed by VNS and for one (1) year following the termination of your employment with VNS , you will not (i) recruit, attempt to recruit or directly or indirectly participate in the recruitment of, any Company employee or (ii) directly or indirectly solicit, attempt to solicit, canvass or interfere with any customer or supplier of VNS in a manner that conflicts with or interferes in the business of VNS as conducted with such customer or supplier. You hereby agree not being employed/work with VNS Clients directly/indirectly for 1 year form date of termination of your employment with VNS.
Representation	You hereby represent and warrant to VNS that you are not party to any written or oral agreement with any third party that would restrict your ability to enter into this Agreement or the Confidentiality and Proprietary Information Agreement or to perform your obligations hereunder and that you will not, by joining VNS, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favour of any third party.
Changes to Duties and/or Compensation	If your duties or compensation should change during the course of your employment with <i>Company</i> , the validity of our agreement will not be affected. In addition, if one or more of the provisions in our agreement are deemed void by law, then the remaining provisions will continue in full force and effect.
Resignation	Should you wish to resign your employment with Company , you will be required to provide 8 weeks’ written notice to enable us transition your work.
Termination	<i>Company</i> may terminate your employment at any time for cause. After the end of your probationary period, <i>Company</i> may terminate your employment without cause at any time by providing you with the minimum notice, or pay in lieu of such notice. In the event a temporary layoff is ever required, it may be implemented in accordance with the requirements of the <i>section 25C of Industry and dispute Act 1947</i> .
Legal Advice	If you are uncertain about the contents of this offer, we suggest that it may be advisable to seek independent legal advice prior to signing.

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1. Schedule B Job Description

End to End recruitment – Sourcing, Scheduling, Coordination, Offer & Joining
Client Management
Complete ownership
Client Interaction / Coordination
Billing from Customer

2. Schedule C Employee Covenants Confidentiality and Proprietary Information Agreement

In consideration of employment as an employee or engagement as an independent contractor with **VN Software Pvt. Ltd** (the “Company”), the undersigned (the

“Participant”) agrees and covenants as follows:

1. Employment with the Company as an employee or engagement with the Company as an independent contractor, as the case may be (the “**Engagement**”), will give the Participant access to proprietary and confidential information belonging to the Company, its customers, its suppliers and others (the proprietary and confidential information is collectively referred to in this Agreement as “**Confidential Information**”). Confidential Information includes but is not limited to customer lists, marketing plans, proposals, contracts, technical and/or financial information, databases, software and know-how. All Confidential Information remains the confidential and proprietary information of the Company.
2. As referred to herein, the “**Recruitment**” shall relate to the business of the Company as the same is determined by the Board of Directors of the Company from time to time.
3. The Participant may in the course of the Engagement conceive, develop or contribute to material or information related to the Business of the Company, including, without limitation, software, technical documentation, ideas, inventions (whether or not patentable), hardware, know-how, marketing plans, designs, techniques, documentation and records, regardless of the form or media, if any, on which such is stored (referred to in this Agreement as “**Proprietary Property**”). The Company shall exclusively own all Proprietary Property which the Participant conceives, develops or contributes to in the course of the Engagement and all intellectual and industrial property and other rights of any kind in or relating to the Proprietary Property, including but not limited to all copyright, patent, trade secret and trade-mark rights in or relating to the Proprietary Property. For greater certainty, the Participant hereby assigns to the Company any and all rights that the Participant may have or obtain in or to the Proprietary Property. Material or information conceived, developed or contributed to by the Participant outside work hours

VN Software PRIVATE LIMITED

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on the Company's premises or through the use of the Company's property and/or assets shall also be Proprietary Property and be governed by this Agreement if such material or information relates to the Business of the Company. The Participant shall keep full and accurate records accessible at all times to the Company relating to all Proprietary Property and shall promptly disclose and deliver to the Company all Proprietary Property.

4. The Participant shall, both during and after the Engagement, keep all Confidential Information and Proprietary Property confidential and shall not use any of it except for the purpose of carrying out authorized activities on behalf of the Company. The Participant may, however, use or disclose Confidential Information which:
 - (i) is or becomes public other than through a breach of this Agreement;
 - (ii) is known to the Participant prior to the date of this Agreement and with respect to which the Participant does not have any obligation of confidentiality; or
 - (iii) is required to be disclosed by law, whether under an order of a court or government tribunal or other legal process, provided that Participant informs the Company of such requirement in sufficient time to allow the Company to avoid such disclosure by the Participant.

The Participant shall return or destroy, as directed by the Company, Confidential Information and Proprietary Property to the Company upon request by the Company at any time. The Participant shall certify, by way of affidavit or statutory declaration, that all such Confidential Information and Proprietary Property has been returned or destroyed, as applicable.

5. The Participant covenants and agrees not to make any unauthorized use whatsoever of or to bring onto the Company's premises for the purpose of making any unauthorized use whatsoever of any trade secrets, confidential information or proprietary property of any third party, including without limitation any trade-marks or copyrighted materials, during the course of the Engagement. The Participant agrees and represents that the Engagement and the execution of this Agreement do not and will not breach any agreement to which the Participant is currently a party or which currently applies to the Participant.
6. At the reasonable request and at the sole expense of the Company, the Participant shall do all reasonable acts necessary and sign all reasonable documentation necessary in order to ensure the Company's ownership of the Proprietary Property and all intellectual and industrial property rights and other rights in the same, including but not limited to providing to the Company written assignments of all rights to the Company and any other documents required to enable the Company to document rights to and/or register

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patents, copyrights, trade-marks, industrial designs and such other protections as the Company considers advisable anywhere in the world.

7. The Participant hereby irrevocably and unconditionally waives all moral rights the Participant may now or in the future have in any Proprietary Property.
8. The Participant agrees that the Participant will, if requested from time to time by the Company, execute such further reasonable agreements as to confidentiality and proprietary rights as the Company's customers or suppliers reasonably required to protect Confidential Information or Proprietary Property.
9. Regardless of any changes in position, salary or otherwise, including, without limitation, termination of the Engagement, unless otherwise stipulated pursuant to the terms hereof, the Participant will continue to be subject to each of the terms and conditions of this Agreement and any other(s) executed pursuant to the preceding paragraph.
10. The Participant agrees that the Participant's sole and exclusive remedy for any breach of this Agreement or any other agreement by the Company will be limited to monetary damages and that the Participant will not make any claim in respect of any rights to or interest in any Confidential Information or Proprietary Property.
11. The Participant acknowledges that the services provided by the Participant to the Company are unique. The Participant further agrees that irreparable harm will be suffered by the Company in the event of the Participant's breach or threatened breach of any of his or her obligations under this Agreement, and that the Company will be entitled to seek, in addition to any other rights and remedies that it may have at law or equity, a temporary or permanent injunction restraining the Participant from engaging in or continuing any such breach hereof. Any claims asserted by the Participant against the Company shall not constitute a defence in any injunction action, application or motion brought against the Participant by the Company.
12. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, that provision shall be deleted and the other provisions shall remain in effect.
13. VNS shall pay the Staff remuneration calculated at an agreed rate for each period worked during an Assignment, to be paid on monthly in arrears subject to deductions decided by VNS and/ or any other deductions which VNS may be bound by any laws or regulations

VN Software PRIVATE LIMITED

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to make. In addition, VNS shall be entitled at any time to make deductions from the Staff's remuneration in respect of sums due from the Temporary Staff to VNS in relation to any overpayment of any kind or any other debt.

14. The Temporary Staff shall keep confidential and will not at any time divulge to any person, nor use for his own or a third party's benefit, any information of whatever nature including but not limited to assignment, business affairs, transactions or finances in relation to VNS or the Customer.
15. By accepting this offer, temporary staff is agreeing to sign Non-Disclosure Agreement, which will restrict you to share business information inside & outside the organization.
16. During the period of engagement, Temporary staff will have access to VNS or Customer's computer applications, systems, databases, tools, techniques and processes. He/She will ensure that all these assets are used only for VNS or customer business purposes.

Employment Discontinuity: Employment will be considered as discontinued if.

1. Employee voluntarily resigns from service.
2. Employee is asked to resign or is dismissed for various reasons that includes but is not limited to Underperformance, Indiscipline, and questionable integrity. Management decision on this topic will be final.
3. Employee goes on unapproved long leave. Definition of long leave is context based and is a management prerogative

IN WITNESS WHEREOF the Company has caused this Agreement to be executed as of the 7th day of April 2022.

Signed in the presence of:

PARTICIPANT NAME:

Bhargavi Kulkarni

WITNESS to PARTICIPANT NAME:

VN Software PRIVATE LIMITED

Reg Office: No. 104, Samruddhi Park, Pune, Maharashtra, India, 411027 **Website:** www.vnsoftware.in

Email: hr@vnsoftware.in



Placement @ SIBER <cdc@siberindia.edu.in>

Fwd: Placement

1 message

Harshal Chougule <harshal@reliablelabs.org>
Reply-To: harshal@reliablelabs.org
To: cdc@siberindia.edu.in

Sat, Mar 10, 2018 at 6:28 PM

FYI

--

Thanks & Regards

Harshal Chougule
Sr. Manager Business Development
Reliable Analytical Laboratories Pvt Ltd.
Reliable House
125 Indian Corporation
Mankoli Naka, Thane
Maharashtra, India

Mob: 77380 00380
Land line: 02522-662907/08
7400084589/90

We are pleased to inform you that, following candidates from your institute has been selected,

- 1.
5.
 1. Mansing Lavhate
 2. Diptesh Bhopalkar
 3. Gandesh Kanekar
 4. Priyanka Desai
- 2

2Kikindly confirm regarding acceptance of offer by return mail.

We look forward to welcoming you to RALPL team.

--

Thanks & Regards

HR

----- End forwarded message -----



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

Akshay R.Gaikwad,
A/P-Shetphale,Tal-Atpadi,
Dist-Sangli.

RE: LETTER FOR OFFER OF EMPLOYMENT – **Business Advisor**

Dear Mr. Akshay

Following our recent discussions, we are delighted to offer you the position of **Business Advisor** with *Our Organization*. *Our Organization* is describe key highlights about your organization. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfmii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

The following points outline the terms and conditions we are proposing.

- The Package for this position will be **1.80 lac+Incentives (TA/DA Included)**
- **If appropriate and desired:** Job expectations – Committee Data Entry, workload,OT etc.
- **If applicable:** Partial target completion may affects salary.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at **recruitment@surfmii.com**. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by **30th April 2018**.

Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .

Seal

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

Amit A.Koshti
A/P 6-799,Khanjire Mala,
Tal-Ichalkaranji,
Dist-Solapur

RE: LETTER FOR OFFER OF EMPLOYMENT – **Business Advisor**

Dear Mr.Amit

Following our recent discussions, we are delighted to offer you the position of **Business Advisor** with *Our Organization*. *Our Organization is describe key highlights about your organization*. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfmii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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The following points outline the terms and conditions we are proposing.

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- **If appropriate and desired:** Job expectations – Committee Data Entry, workload,OT etc.
- **If applicable:** Partial target completion may affects salary.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at recruitment@surfmii.com. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by **30th April 2018**.

Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .

Seal

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.

OFFER LETTER

Date: 20/12/2017

Amol Guseav

CSIBER

Dear Amol

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 7th June 2018. Any change would be communicated to you in due course.

You will be placed anywhere in India & your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!


Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared *Fit for employment* by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Amol Guseav NAME: Amol Subhash Guseav DATE: 22/12/2017



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

**Ankita Ravan,
Dist-Kolhapur.**

RE: LETTER FOR OFFER OF EMPLOYMENT – **Area Manager**

Dear Ankita,

Following our recent discussions, we are delighted to offer you the position of **Area Manager** with *Our Organization*. *Our Organization* is describe key highlights about your organization. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfmii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

The following points outline the terms and conditions we are proposing.

- The Package for this position will be **1.92 lac (TA/DA Included)**
- **If appropriate and desired:** Job expectations – Committee Target Completion, workload,OT etc.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at recruitment@surfmii.com. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by **30th April 2018**.
Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .

Seal

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

**Neelam S.Patil,
Kalangnagar,
Dist-Sangli**

RE: LETTER FOR OFFER OF EMPLOYMENT – **Business Advisor**

Dear Miss. Neelam,

Following our recent discussions, we are delighted to offer you the position of **Business Advisor** with *Our Organization*. *Our Organization* is describe key highlights about your organization. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfmii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

The following points outline the terms and conditions we are proposing.

- The Package for this position will be **1.80 lac+Incentives (TA/DA Included)**
- **If appropriate and desired:** Job expectations – Committee Data Entry, workload,OT etc.
- **If applicable:** Partial target completion may affects salary.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at **recruitment@surfmii.com**. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by **30th April 2018**.

Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .

Seal

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.

17th November, 2017

**To,
Mr.Pranav DhananjayThombare,**

Tel.No:8793318900

DearPranav,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Management Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Executive".

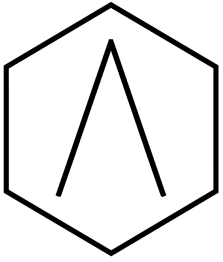
Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	23,900	2,86,800
House Rent Allowance	:	7,170	86,040
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Special Allowance	:	1,830	21,960
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,500	30,000
Total:Rs. Six Lakh Sixty Six Thousand only p.a.	:	55,500	6,66,000

**Regards,
Jaro Education**

**SushantMallya
Sr.Manager – Human Resource**

I agree to the above and attached terms & conditions _____ Dated_____



ANTIGRA
SYSTEMS

AntiGra Systems

Kolhapur, MH
+91 9823024878

26/02/2018

SUBJECT - Offer Letter for the position of a Sales Executive.

To,
Ms. Priyadarshini Mali,

On behalf of AntiGra Systems, I am pleased to offer you the position of a Sales Executive. Your total annual salary shall be Rs. 2,04,000 paid in monthly instalments via direct deposit on the 5th of each month. Your joining date will be 1/03/2018.

In the initial phase, the salary will be Rs. 11,000 for the first three months as a part of training and internship period. Daily allowance for traveling shall also be given.

Sincerely,

Siddharth Gadre
Co-Founder,
AntiGra Systems



TeamLease™
Putting India to Work
29 January 2018

Rahul Sadashiv Devane
Kolhapur

Dear Rahul,

Further to your discussions with us, we are pleased to engage you as a **'Quality Team Member'** in the **Learning Services** department at **Kolhapur** on a retainer / contract basis. Your assignment will commence from **25 January 2018 till 24 January 2019**.

Scope of Work:

You will work as a **'Retainer'** to support the Learning Services team on the assignments as may be given to you from time to time. The details activities shall be shared to you by your reporting manager.

Commercials:

As remuneration for services, you will be paid a consolidated retainer of **Rs.24000/- per month (Rupees Twenty Four Thousand Only)** subject to deduction of appropriate taxes and any other deduction as per law.

Confidential Information:

You shall not, during your said association, divulge or disclose to any person whomsoever any of the information or knowledge obtained by you from TeamLease during your said association with as a consultant relating to the business or affairs of TeamLease or its business processes, methods etc in conduct of its business. All information pertaining to this association will remain confidential and will continue to have to remain confidential even after the termination of this association.

Protection of Interest:

TeamLease Services Ltd retains the ownership of all intellectual property rights to material developed and provided to you during the period of this association and you shall cooperate fully in transferring, registering or securing the rights to such content.

Termination of Association:

This association may be terminated by either side giving thirty days' notice. Upon notification of termination you will immediately hand over to Teamlease all correspondence, documentation, data and assets (as described in the point outlined under "Assets").

Independent Contractor

You shall provide services to TeamLease strictly on a Principal to Agent basis in accordance with the terms and conditions of this Letter and this document is not intended to and shall not be deemed to bring into existence a relationship of employer and employee between Teamlease, Client and you.

Reporting relationship

During the subsistence of this contract, you shall report to the Manager or appropriate reporting authority of TeamLease at the respective location you are associated with.

Representation and Warranties

You shall not make any commitments or representations to any prospective subscribers or to the Client or enter into any agreement with them on behalf of TeamLease unless authorized in writing by TeamLease.

Unless otherwise agreed by TeamLease, you shall ensure that during the subsistence of your association with TeamLease, you shall not undertake any other assignment for any other entity and shall provide services exclusively to TeamLease. In the event of you do start providing services to any other entity other than TeamLease, you shall do so with prior intimation to TeamLease. Pursuant to which this Contract will stand terminated unless otherwise confirmed to you otherwise in writing.

On termination of this contract, you shall transition all the assignments that have been handed over to you by TeamLease to a person or persons designated by TeamLease. You shall fully co-operate in this process of transition which will not take more than 10 working days from the date of termination.

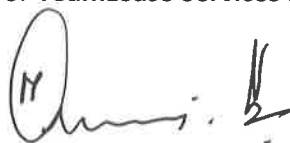
Settlement of Disputes

All disputes and differences of any kind whatsoever arising out of or in connection with your association with TeamLease shall be referred to arbitration in accordance with the Arbitration and Conciliation Act 1996. The venue of the arbitration proceedings shall be at Bangalore and the proceedings shall be held in English.

We look forward to a mutually rewarding association with you.

Yours faithfully

For **TeamLease Services Ltd.**



Authorized Signatory

17th November, 2017

To,
Mr.Shinde RiteshRavindra,

Tel.No:8552054956

Dear **Ritesh,**

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Management Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Executive".

Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	22,900	2,74,800
House Rent Allowance	:	2,290	27,480
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Special Allowance	:	2,710	32,520
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,500	30,000
Total:Rs. Six Lakh Six Thousand only p.a.	:	50,500	6,06,000

Regards,
Jaro Education

SushantMallya
Sr. Manager – Human Resources

I agree to the above and attached terms & conditions _____ Dated _____

12th May 2018

To,
Mr. Saif Makabul Mullani,
A/P Sangavade, Tal- Karaveer,
Dist- Kolhapur– 416202

Subject: Appointment for post of Business Development Manager - Marketing/ Sales Executive

Dear **Mr. Saif Makabul Mullani**,

We are pleased to offer you, the position of **Business Development Manager - Marketing/ Sales Executive** with Cubiccode Digital Media llp on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 25th June 2018. Initially the first 6 working days will be considered as Training and probation period and the employment will be effective from the 7th working day. No salary or allowances will be paid during the training period.

2. Job title

Your job title will be **Business Development Manager - Marketing/ Sales Executive** and you will report to **Mrs. Nidhi Sharma, Cubiccode Digital Media llp.**

3. Salary

You will be paid a total salary of Rs. 18,000/- per month during your tenure of work. This also includes the daily sales allowances like petrol, stay, food and other expenses. The company has right to hold your salary if the target given by the company is not achieved in the given duration of time. Addition to it you will be receiving incentives of 5% - 15% of the profit of the deals done from your side.

4. Place of posting

You will be posted at GOA or anywhere in Karnataka, Maharashtra or Goa. You are however being required to work at any place of business which the Company has appointed. The company has the right to transfer you to any work place with a prior notice.

5. Hours of Work

The normal working days are from Monday to Saturday and working hours are from 10:30 am through 6:30 pm. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. You are expected to work not less than 55 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

6.1 You are entitled to casual leave of 2 days a month with a valid reason.

6.2 The Company shall notify a list of declared holidays.

7. 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 I hereto.

8. 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.

9. 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.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 15 days prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

10.2 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.

10.3 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, 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.

11. Confidential Information

11.1 during your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

11.6 The company is not liable for any direct or indirect loss arising from any injury, illness, damage or theft occurred.

12. Applicability of Company Policy

The 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, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

13. Governing Law/Jurisdiction

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

14. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy. By signing this letter you agree and accept all the terms and conditions & company policy.

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

Yours Sincerely,

Sarvesh Kakkeri
Business Head
Cubiccode Digital Media LLP

Date: 1st March 2018

Offer Letter

Mrs. Shraddha R Desai
Surve Nagar, Kalamba Road, Kolhapur 416012
Tq:Karveer, Dist:Kolhapur

Dear Mrs. Shraddha,

It is our pleasure to extend the following offer of employment to you on behalf of Sainoor Media, further to the interview and discussions you have had with us. You are expected to join duty on 01st March 2018.

You are appointed to the position of Business Development Manager and in this capacity. As Business Development Manager, your starting monthly remuneration will be Rs 7,500/- (Rupees Seven Thousand Five Hundred Only).

Your working hours start from 9.30 am to 5.30 pm with half hour break a day and you are scheduled to work through Tuesday to Sunday, which is 48 hours a week.

You shall receive your payments on the 10th of every month.

If this offer of employment is acceptable to you, please sign a copy of this letter and return it to us within 2 days. We look forward to having you join our staff.

You will need to submit all your original qualification documents on the date of joining.

We look forward to an enduring relationship with you.

Yours sincerely,

Aniket Thombare
CEO
Sainoor Media
01st March 2018

I accept your offer of employment and acknowledge receiving a copy of your current employee handbook. No oral commitments have been made concerning my employment.

Signature:

Date: 01st March 2018



Date: 09 May 2018

Mr Sumit Vivek Velhal
2135 B Ward Mannalwar Peth

Kolhapur 416012

Employee No: 1383234
Dear Mr Sumit Vivek Velhal

Appointment Letter

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

1. Your contract will commence from 09 May 2018 and expire on 08 May 2019 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 09 May 2018 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/C44EADA97D2

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 9th 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.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

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: SUMIT VIVEK VELHAL

Salary Annexure

Employee No: 1383234

Particulars	Amounts
Basic	3600
House Rent Allowance	1440
Conveyance	6179
Employer PF Contribution	432
ESIC - Employer	570
Statutory Bonus	781
TotalAmount	13002
Amount In Words(Rs)	Thirteen Thousand Two rupees

Net Pay Annexure

EARNINGS	Amounts
Basic	3600
House Rent Allowance	1440
Conveyance	6179
Statutory Bonus	781
Gross Earnings	12000
DEDUCTION *	Amounts
Employee ESI	210
Employee PF	432
Professional Tax	200
Total Deduction	842
Net Salary	11158

* 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

**Employee contribution towards insurance premium would be deducted from monthly salary, if opted for floater policy under the Group Medical Coverage.



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

Swarup A.Patil
Ambai tank,Phulewadi,
Dist-Kolhapur-416010.

RE: LETTER FOR OFFER OF EMPLOYMENT – **Business Advisor**

Dear Mr.Swarup,

Following our recent discussions, we are delighted to offer you the position of **Business Advisor** with *Our Organization*. *Our Organization* is describe key highlights about your organization. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfmii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

The following points outline the terms and conditions we are proposing.

- The Package for this position will be **1.80 lac+Incentives (TA/DA Included)**
- **If appropriate and desired:** Job expectations – Committee Data Entry, workload,OT etc.
- **If applicable:** Partial target completion may affects salary.
- **If applicable:** Reimbursement for moving expenses.
- **Increments:** As per Company terms & Conditions.

Again, it is a pleasure to welcome you as an employee of **SURFMII PROMOTIONS PVT LTD**. If you have any Additional questions, mail us at **recruitment@surfmii.com**. As verification that you accept this offer, please sign the enclosed copy of this letter and return it to us by **30th April 2018**.

Company will Reserves rights to change the Employment terms under by the Employment Standards Act, 2000.

Thanks & Regards,

With the signature below, I accept this offer for employment .

Seal

Date & signature

Terms and conditions of employment can be included in a letter of offer, as shown here. Or they can be set out in an "Employment Agreement." Refer it before signing this letter.



SURFMII OFFER LETTER ADMINISTRATIVE PROFESSIONAL

**Ghule Vivekanand D,
Dhekalwadi, Tal: Baramati,
Dist-Pune.**

RE: LETTER FOR OFFER OF EMPLOYMENT – **Business Advisor**

Dear Vivekanand,

Following our recent discussions, we are delighted to offer you the position of **Business Advisor** with *Our Organization*. *Our Organization* is describe key highlights about your organization. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Surfmii* team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **Surfmii Promotions Private Limited**. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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Seal

Date & signature

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Unit No.3, Galilaxmi Park,
Radhanagari Road, Kolhapur
• Mob. +91 98234 88466
• info@sainoormedia.com
• www.sainoormedia.com

OUR PRODUCTS

- Web Site Design
- Web Application Development
- Web Site Re-Design
- Search Engine Optimisation
- Digital Marketing
- Mobile application
- Social Media Management
- Softwars Development
- Logo Design
- Card Design

Ref. No. :

OFFER LETTER

Date :

DATE:- 07/03/2018

Ms. Yogita Suryavanshi
Kolhapur.
Greetings..!!

We are pleased to inform you that you have been selected as SEO/SMO Analyst in Our Company and you will be placed in Information Technology and Development Department on the following terms and conditions:

Date of joining: - Between July to August 2018

Designation: - SEO/SMO Analyst

CTC: - 96 KPA to 1.2 LPA

As per discussion you have to work full time as an employee of company. You have to undergo the required training of 45 days at Kolhapur without any stipend. After training you will be on role as an employee of our company as per your performance test.

RULES AND REGULATIONS

- > You have to follow all Rules & Regulations and Rules as per company from time to time.
- > You have to work minimum six month as an employee in our organization.

We look forward to you joining our team. We are sure that you will have a bright career with our company. We take this opportunity to welcome you and your family into the folds of our company.

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.



PUNE OFFICE : 8/6 Lane No.4 Br, Canal Road, Kishor Mini Market, Karve Nagar, Pune.



Placement @ SIBER <cdc@siberindia.edu.in>

Selected students- DMART

10 messages

Meruna Das <meruna.das@dmartindia.com>

Thu, Dec 21, 2017 at 12:24 PM

To: "Placement @ SIBER" <cdc@siberindia.edu.in>, aniket pardeshi <aniket.pardeshi@ritindia.edu>, prati deshmkh <pratideshmukh@gmail.com>, placementcell@unishivaji.ac.in

Dear All

Thank you for your participation in the pool campus recruitment drive conducted at CSIBER, Kolhapur yesterday. Here's the list of selected students-

Megha Patil	RIT
Varsha Khot	CIMDR
Nitin Soundathe	CIMDR
Sainath Kashid	Shivaji University
Yogesh Khandekar	CSIBER
Dilip Chougole	CSIBER
Amol Gurav	CSIBER
Snehal Jadhav	CSIBER

Regards
Meruna Das

Associate Manager - HR
9167023427

Avenue Supermarts Ltd. (D-Mart)
Plot no - B72 /B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604
Phone: 022- 7123 0990

This e-mail is confidential and intended for the recipient alone. This may constitute privileged information and if you are not the intended recipient please delete the message and notify the sender immediately by return e-mail.

www.dmartindia.com

Placement @ SIBER <cdc@siberindia.edu.in>
To: Meruna Das <meruna.das@dmartindia.com>

Thu, Dec 21, 2017 at 3:57 PM

Dear Meruna,

Greetings from CSIBER!

I would like to extend my sincere gratitude to you and your team for giving us an opportunity to host DMart for the Campus Pool Drive 2017-18 in our institute this year as well.

Please find attached the attendance sheet and photos of the pre placement talk.

Thank you for all your support and cooperation. Our association with DMart has been fruitful in extending job opportunities to the students of this region and providing best talent to your esteemed organization.

We look forward to a long term association.

Thanks and Regards,

Bhakti Bhadra

Training and Placement Officer
Career Development Centre

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

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7 attachments



IMG-20171220-WA0000.jpg
94K



IMG-20171221-WA0002.jpg
98K

IMG-20171221-WA0007.jpg
147K



IMG-20171221-WA0009.jpg
99K



IMG-20171221-WA0012.jpg
127K



IMG-20171221-WA0013.jpg
113K

 **DMart Campus pool drive - Attendance.pdf**
1861K

Meruna Das <meruna.das@dmartindia.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Fri, Dec 22, 2017 at 2:52 PM

Dear Bhakti

Thanks for the attendance sheet and photographs!

Trust you have already asked the selected students and/or their respective placement officers to send the scanned copies of accepted offer letters.

Regards
Meruna

Avenue Supermarts Ltd. (D-Mart)
Plot no - B72 /B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604

Phone: 022- 7123 0990

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Placement @ SIBER <cdc@siberindia.edu.in>
To: Meruna Das <meruna.das@dmartindia.com>

Fri, Dec 22, 2017 at 4:16 PM

Dear Meruna,

We have forwarded the offer letters to the respective tpo's. Awaiting signed copies of the offer letters. Please find attached the scanned copies of the accepted offer letters from our institute.

Bhakti Bhadra

Training and Placement Officer
Career Development Centre

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

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2 attachments



D MartOffer Letter- CSIBER.pdf

876K



DMart Offer letter- amol gurav.pdf

310K

Meruna Das <meruna.das@dmartindia.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Thu, Jan 4, 2018 at 11:44 AM

Dear Bhakti

Any update on the remaining signed offer letters?

Regards

Meruna

Avenue Supermarts Ltd. (D-Mart)

Plot no - B72 /B72 A , Road no - 33, Wagle Estate

Landmark: Spectra Motors,

Near Kamgar Hospital, Thane - 400604

Phone: 022- 7123 0990

[Quoted text hidden]

[Quoted text hidden]

Placement @ SIBER <cdc@siberindia.edu.in>
To: Meruna Das <meruna.das@dmartindia.com>

Thu, Jan 4, 2018 at 11:49 AM

Dear Meruna,

We haven't received the signed offer letters. I will follow up and do the needful.

Bhakti Bhadra

Training and Placement Officer

Career Development Centre

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

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Placement @ SIBER <cdc@siberindia.edu.in>
To: Meruna Das <meruna.das@dmartindia.com>

Sat, Jan 6, 2018 at 1:46 PM

Dear Meruna,

Please find attached the offer letter of Megha Patil from RIT. Placement coordinator from Chintamani rao has emailed you the offer letters of their students.

Bhakti Bhadra

Training and Placement Officer
Career Development Centre

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]



Megha Patil Offer Letter.pdf

161K

Meruna Das <meruna.das@dmartindia.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Sat, Jan 6, 2018 at 2:31 PM

Thanks Bhakti for this!

Prof. Pratibha Deshmukh has sent me the letters from Chintaman Rao students.
I am awaiting the letter from Sainath Kashid (Shivaji University).

Regards

Meruna

Avenue Supermarts Ltd. (D-Mart)
Plot no - B72 /B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604
Phone: 022- 7123 0990

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Placement @ SIBER <cdc@siberindia.edu.in>
To: Meruna Das <meruna.das@dmartindia.com>

Sat, Jan 6, 2018 at 4:45 PM

I will follow up with him and email the signed offer letter.

Bhakti Bhadra

Training and Placement Officer

Career Development Centre

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]

Meruna Das <meruna.das@dmartindia.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Sat, Jan 6, 2018 at 6:30 PM

Ok, thanks!

Regards

Meruna

Avenue Supermarts Ltd. (D-Mart)
Plot no - B72 /B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604
Phone: 022- 7123 0990

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Offer Letter

Mr. Akshay Shivanand Shetty
Pune.

Date: 18th April 2018

Dear Akshay,

1. EMPLOYMENT

We are pleased to appoint you on the position of '**Intern Graduate**' with Nityo Infotech Services Pvt. Ltd (the "**Company**"), to render service that may be required by our client ("**BMC Software India Pvt. Ltd**").

You will be on contractual employment with Nityo Infotech Services Pvt. Ltd and the duration of your contract shall be from '**7th-May-2018 to 9th-Nov-2018**' the terms and conditions of your employment with the Company are as follows:-

2. DUTIES

2.1. You will be responsible for performing services for the Customer as assigned by the Customer's employees who are designated with authority to manage and supervise your work from time to time. You shall at all times during the period of this Agreement:

- 2.1.1. You will execute your work at customer premises.
- 2.1.2. Comply with all rules, regulations and procedures of the Customer.
- 2.1.3. Provide reports concerning your work activities from time to time as requested.
- 2.1.4. Not directly or indirectly expropriate any corporate opportunities or otherwise engage in any conduct adverse to the interests of the Company & Customer.

3. COMPENSATION AND BENEFITS

3.1. Details of your monthly compensation are as mentioned below:

Components	Per Month	Annum
Basic	10,150.00	1,21,800.00
HRA	5,075.00	60,900.00
Conveyance	1,000.00	12,000.00
CCA	6,819.00	81,828.00
Medical Reimbursement	500.00	6,000.00
Telephone Reimbursement	270.00	3,240.00
Special Allowance	1,218.00	14,616.00
Bonus	750.00	9,000.00
Gross Salary	25,782.00	3,09,384.00
PF Employer Contribution	1,218.00	14,616.00
Gross CTC	27,000.00	3,24,000.00

Note - Salary will be disbursed on receipt of your Pan Card Copy

- 3.2. You will be covered under Group Medical and Group Accident Insurance Policy Your salary compensation mentioned above is subjected to the deduction towards the premium amount for the same. Premium value is negotiated each year with the Insurance Company and it will reflect as the deduction that the Company will pay to the Insurance Company.
- 3.3. You will be entitled to all other statutory benefits wherever applicable during the contract period.
- 3.4. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against client organization.
- 3.5 **Leave and Public Holidays**
- a) You would be eligible for the leave of 1.5 days per month for every calendar (January to December) year .
 - b) It is mandatory for every employee to take prior approval of his Reporting Manager before availing any leave.
 - c) Candidate who joins after 15th of a month will not be eligible for any leave for that particular month. Also, your 1st salary shall be clubbed and processed with consecutive month's salary.
 - d) Leave accrued over a year will be carried forward in the next leave cycle. Please note that in a leave cycle, only 18 leaves will be allowed and approved to be carried forward in the next leave cycle year. Any leaves exceeding 18 leaves will lapse. There will be no leave encashment applicable for any employee.
 - e) Public/festival holidays would be as per the policy of our client for whom you are rendering your services. Also, you would be entitled to the holidays as per the policy of our client, except floater.

4. TERMINATION

- 4.1. Either Party can terminate this contract, while it is effective, by giving One (1) month's advance written notice to the other Party.
- 4.2. Nityo will promptly settle all your dues after making applicable deductions. Termination of this contract shall not affect the obligations of the parties that have been incurred prior to termination. Further obligations relating to confidentiality and intellectual property shall continue after termination of this contract.
- 4.3. Upon expiry or termination of the contract, your employment with Nityo shall stand terminated forthwith.
- 4.4. The Company may by immediate written notice forthwith terminate this Agreement and without compensation if you:
- 4.4.1. commit any act of gross misconduct or repeat or continue (after written warning) any other [material] [serious] breach of your obligations under this Agreement; or
 - 4.4.2. are guilty of any conduct which in the reasonable opinion of the Customer brings you or the Company into disrepute; or
 - 4.4.3. disobey or neglect or refuse orders or directions given or wilfully neglect or refuse to perform any duty given by the Customer; or

- 4.4.4. are convicted of any criminal offence; or
- 4.4.5. commit any act of dishonesty whether relating to the Customer, any of its employees or otherwise; or
- 4.4.6. wilfully give any false information or make any misrepresentation to the Company; or
- 4.4.7. are in the reasonable opinion of the Customer incompetent in the performance of your duties.

5. CONFIDENTIALITY

5.1. "Confidential Information" which is defined as including:

5.1.1. "documents, materials and information (whether oral, written, visual, electronic or otherwise and whether or not marked "CONFIDENTIAL") relating to the business or affairs of the Company, its management, subsidiaries, and affiliated or associated companies, including but shall not be limited to the Company's price lists, the Company's clientele contact lists, propriety information on accounts, trade secrets, know-how, trade connections, apparatus, process, formula, product, invention, system, and all other information of a private and confidential nature".

5.1.2. During the course of your employment, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and methods of dealings with its customers and employees, and you also will develop relationships of special trust and confidence with the Company's customers and employees.

5.2. Hence, you agree to be employed by the Company on the terms and conditions set out below:

5.2.1. You agree that such Confidential Information is for the Customer's exclusive benefit;

5.2.2. You shall not at any time now or hereafter, directly or indirectly use or disclose any Confidential Information, in part or in whole to any other person, except with specific approval, in writing, from the Customer; and

5.2.3. Your compensation and other benefits are confidential and are not to be divulged to any person who is not authorized by the Company in this regard.

5.2.4. Upon the conclusion or termination of your employment, you will promptly return to the Company or Customer, all Confidential Information in whatever form (including all copies thereof and documents, reports, summaries and notes derived there from) provided in the course of your employment. You shall also delete, remove or destroy all copies of the Confidential Information from any unauthorized databases or document retrieval system into which they have been

5.2.5. placed and certify to the Company that the same has been done.

6. USE OF INTELLECTUAL PROPERTIES

6.1. You agree that any and all Intellectual Property conceived, discovered, created or invented by the Customer or you in the course of your employment by the Company now or after the date hereof shall belong to the Customer and that you shall upon request, execute the necessary documents, applications and assignments transferring the same to the Customer and do all other things requested to perfect the Customer's rights therein.

6.2. You acknowledge and agree that the Intellectual Property belonging to the Customer shall be used for the purpose of your employment for the Customer and during the term of your employment only. You shall not directly or indirectly acquire any rights in respect of the Intellectual Property and that all such rights and goodwill are and shall remain vested in the Customer.

7. **NON-COMPETITION AND NON-SOLICITATION**

7.1. You shall not during your employment with the Company, directly or indirectly engage in any business competitive with the Customer, whether as a owner, partner, shareholder, officer, employee, agent, consultant or otherwise.

8. **GOVERNING LAWS**

8.1. This Agreement is governed by, and shall be construed in accordance with, the laws of India and you will hereby irrevocably submit to the exclusive jurisdiction of the Courts of India in respect of any proceedings arising out of or in connection with this Agreement.

9. **ENTIRE AGREEMENT:**

9.1. This Agreement represents the entire agreement of the Parties and it supersedes all prior statements, discussions and understandings and may be amended only in writing signed by both Parties.

9.2. Any breach of this Agreement provides justifiable ground for the Company to dismiss you without any compensation of whatever nature as a result of the dismissal. The dismissal does not relieve you from the obligation to compensate the Company for any and all damage suffered.

9.3. In addition to and without prejudice to the Company's rights above, you agree to indemnify and hold the Company and its Customer harmless against all claims, losses, damage, costs, expenses, proceedings, fees of legal advisers (on a client-solicitor basis) and fees of other professionals incurred by the Company arising from a breach or neglect or alleged breach or neglect of this Agreement.

9.4. The Company reserves the right to vary any of the terms and conditions of employment in accordance with the changes in its policies and practices under intimation to you.

Agreed to and accepted with the express intent to be legally bound	For Nityo Infotech Services Pvt Ltd
Signature: _____ Name: _____ Designation: _____ Date: _____	Signature: _____ Name: Dolly Oza Designation: Sr.HR. Executive Date:

Ref. No - O/3193

Mr. Ashwini Shivaji Chougule

Date: 17th December 2021

Rajhans Society, Room No, 308, Lalitkata, Manpada,
Dombivali (E). Mumbai; Pincode:- 421204

Sub: Offer Letter cum Provisional Deputation Letter

We are pleased to offer you the position of **Manual Tester** with our organization on **permanent payroll** on terms and conditions mutually agreed.

You are required to join our company on or before **22nd December 2021** without fail.

The joining date may be deferred due to Covid situation and subsequent delay in Background Check. Please note that your date of joining in MBit will be the date of actual allocation on the project with the client.

You will be deputed to our client **M/s. Tata Consultancy Services Ltd.** The reporting address and contact person details will be intimated to you through email. All other terms & conditions related to your deputation at client site will be mentioned in the final deputation letter which will be issued in 2 days of your joining at client.

You will be paid an annual package of **Rs. 4, 00,000/-** (Rupees Four Lakh only).

This offer is subject to the clearance of your BGC. In case of any false declaration/documents submitted by you, this offer letter automatically stands cancelled.

You are required to send the acceptance of the offer within 24 hrs. else the offer may be withdrawn.

We are looking forward to your joining MBit very soon.

Thanks & Regards

For MBit Computraining Pvt. Ltd.

Somu Gahlaut

Sr. Manager

This is a computer generated document hence no signature required

Private & Confidential

OFFER LETTER**To,**

Ashwini Ashok Deshmukh

Laxmi mandir javal, Pharnewadi, Tal-Walwa, Pharnewadi(Shigaon), Dhavali

Sangli, Sangli

Maharashtra, Pin-416302

Date : 29-04-2021

Dear Ashwini Ashok Deshmukh,**Sub : Offer of Employment - Software Engineer**

Further to our recent meetings and discussions, we are pleased to offer you the position of Software Engineer subject to the following terms & conditions.

1. Date of Joining :

Subject to your acceptance of these terms, your employment will commence on or before 05-05-2021. On your date of joining employment you should report at Allianz, Phase 2, EON, Tower A, 12th Floor, Kharadi, Pune, Maharashtra at 9.30 AM.

2. Location :

Your initial employment location will be our office at Allianz, 4th Floor, Wing 4, Cluster C, EON IT Park, Kharadi, Pune, Maharashtra. The Company may transfer you to other locations from time to time.

3. Cost to company :

Your total employment Cost to Company (CTC) will be INR 500000 (Rupees Five Lakh) per annum. Please refer to Annexure I for details.

You will be eligible to participate in the Company's employee benefit Plans as are generally made available to similarly situated employees of the Company, subject in each case to the terms and conditions of the Plan in question. Full details of these Plans will be provided when you join employment. All amounts payable to you shall be subject to deduction of tax at source as per applicable law from time to time. Deductions will also be made in accordance with other applicable laws and for contributions to employee benefits schemes as may be applicable from time to time (e.g. provident fund, ESI). Your remuneration will be subject to revision as per the Company's compensation policies and guidelines in effect from time to time.

4. Probation :

You will be on probation for a period of 6 months from the date of your joining employment. During your probation, your employment is provisional and subject to successful completion of your probation. During this period, your performance will be reviewed by your line manager and you are expected to demonstrate the technical and functional skills(as applicable) associated with your position together with the core values of the Company including but not limited to, cooperation, teamwork and a positive attitude. Failure to perform as expected may result in the termination of your employment or extension of your probation period for a further period of 3 months. If you successfully complete your probation, you will be deemed to be a permanent employee of the Company and will be communicated to you through formal written communication. Any extension of probation or termination will be communicated to you in writing.

Private & Confidential

OFFER LETTER**5. Notice Period :**

While you are on probation, you may resign from the services of the Company by giving the Company prior written notice of 30 days or salary in lieu thereof. Once your services with the Company are confirmed, you may resign from the services of the Company by giving the Company prior written notice of 90 days or salary in lieu thereof. However, the Company reserves the right to accept or reject your proposal based on business requirements.

During your probation, you may be discharged from the Company's services at any time with 30 days prior notice or salary in lieu thereof, without assigning any reason. Upon confirmation, the Company may terminate your employment at any time after providing you 90 days advance notice or payment of salary in lieu thereof.

6. Pre - Conditions :

This offer, and should you accept this offer, your continued employment with the Company, are subject to and conditional on the following:

- a) All the facts mentioned in your resume and stated during other discussions with the Company during the interview process being true and correct;
- b) Verification of the original documents listed in Annexure II. (Please bring the originals of these on your date of joining work); and
- c) The Company receiving satisfactory references and/or background check results as the Company may seek in its discretion. The Company may undertake a background and/or verification check prior to or at any time subsequent to your joining employment and may engage the services of a third party agency to undertake the same.

The Company may disclose your personal information to such agency solely for the purpose of undertaking the necessary verification on behalf of the Company.

Please note that in the event the Company is not satisfied with any of these items, the Company reserves the right to withdraw this offer or rescind your employment contract with the Company. If at any time during your employment, any of the facts or documents submitted by you are found to be false, your services are liable to be terminated immediately without any notice or compensation. The Company assures you that any personal data and information collected from you will be used only in connection with this offer and your employment with the Company (should you accept this offer) and shall be protected from unlawful disclosure in accordance with the Information Technology Act, 2000 as amended from time to time.

7. Other Terms and Conditions of Employment :

This is a full time position and you will be required to devote the whole of your time and efforts to your employment with the Company. On joining employment, you will be required to sign and agree to be bound by the standard terms and conditions of employment of the Company. In addition to these terms, your employment will also be governed by all applicable rules, regulations and policies of the company that are in force from time to time.

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OFFER LETTER

8. No Conflict :

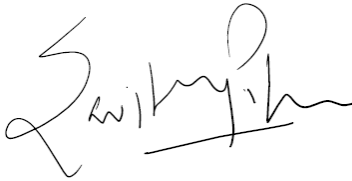
If you accept this offer, you will be confirming that you are not party to any agreement or arrangement which in any way restricts, prohibits or debars you from accepting the offer made by the Company including but not limited to any non-compete, non-disclosure or restrictive agreement or terms and that you will have no continuing obligations or restrictions which will apply to you from the date of commencement of your employment with the Company or if you are so bound, that will honour such covenants and agreements.

This offer will remain open for a period of five working days. If this offer is acceptable to you, please confirm your acceptance in writing via electronic mail to your recruiter on or before 01-05-2021. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

Should you have any questions with regard to this offer, please do not hesitate to get in touch with your point of contact in Talent Acquisition Team.

We hope you will find this offer acceptable and look forward to you joining the Company.

For Allianz Technology SE(India Branch),



Savitha Pillai
Lead-HR Business Partner



Pooja Walia Garde
Talent Acquisition Lead

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Annexure - I

Name : Ashwini Ashok Deshmukh
 Grade : AGS 5
 Designation : Software Engineer

Components	Monthly (INR)	Annual (INR)
Base Pay		
Basic	10700	128400
Co's contribution to PF	1800	21600
Gratuity	515	6176
Choice pay		
Food Coupons	2500	30000
LTA	891	10696
Medical Expenses	1250	15000
Transport	1600	19200
HRA	4280	51360
Statutory Bonus*	583	7000
Other allowance	15563	186758
Gross	39683	476190
Variable pay		
Annual Bonus **	1984	23810
Final CTC	41667	500000

*Statutory Bonus will be paid in April

**The Annual Bonus Scheme is paid out at the company's sole discretion based on both the company and individual performance. Only those employees who joined the organization on or before 30th September of a year and continue to be on company rolls on the last day of March in the subsequent year (i.e. the year of payment) are eligible for Bonus.

Employees who have resigned and are serving notice as on the last day of March (in the year of payment) are also not eligible for this bonus scheme. Annual Bonus is usually paid in the month of April.

Increments are paid out in April for the employees who joined on or before 30th September of the previous year and will be at the discretion of the company, based on individual performance as well as company performance, business outlook and other relevant factors.

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Explanation of Compensation

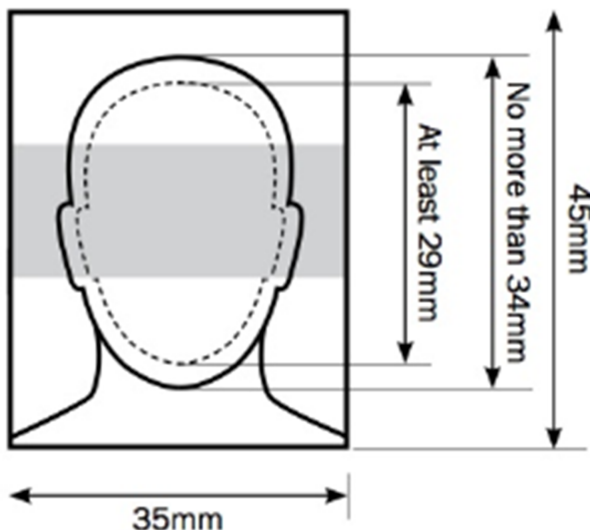
Components	Description
1. Base Pay	The fundamental salary component to which many other compensation components are linked.
2. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
2.1 Provident Fund (PF)	12% of monthly wage to a maximum of INR 1800/-.
2.2 Gratuity	4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retirement benefit. Gratuity is payable to you as per the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company.
3. Choice pay	Choice Pay allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
3.1 Leave Travel Allowance	LTA can be used for up to a maximum of economy class airfare or First Class Train fare twice during a 4 year block period as per Income tax rules.
3.2 Medical Expenses	Rs. 15,000/- per annum. To be used for medical expenses.
3.3 Food Coupons	Upto a Maximum of Rs. 2500/- per month.
3.4 Transport	Maximum Rs. 1600/- per month. To be used for vehicle expenses.
3.5 House Rent Allowance	Maximum 40% of Basic Salary per annum. To be used for house rent.
3.6 Statutory Bonus	Statutory Bonus is payable as per the provisions of the Payment of Bonus Act, 1965 to eligible employees.
3.7 Other allowance	Remaining of Choice Pay funds and is a taxable amount.
3.8 Annual Bonus	The Annual Bonus Scheme is paid out at the company's sole discretion based on both the company and individual performance.

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Annexure - II

Following are the mandatory list of original documents you will need to produce on the date of Joining. An electronic version of these documents will be required to be submitted for our background verification agency, who will contact you for initiating background verification process

1. Educational Certificates and marklists (10th, +2, Graduation) (Original and 1 Copy)
2. Experience Certificate from past employer(s) (Original and 1 Copy)
3. Relieving letter from the past employer(s)(Original and 1 copy)
4. Pan Card (Original and 1 Copy) or copy of Form 49A if the PAN Card is not available. It is mandatory to have Permanent Account No. for all salaried employees.
5. Pay Slips from last employer - Last 3 months
6. Address Proof (any of these): Passport, Driving License, Ration Card, Voter -ID, Rental Agreement. (Original and 1 Copy)
7. Aadhaar Card (1 Copy & Original). Aadhaar Card is mandatory for Statutory Benefits (PF /ESI).
8. Universal Account Number (UAN) & Employee State Insurance (ESI)Number, if you have received it from your Previous Employer.
9. Three passport size photographs with 35mm Width and maximum 45mm height with white background.





Shruti Jamsandekar <ssjamsandekar@siberindia.edu.in>

Sharada Infotech | Telephonic Interview

Prashant Shinde <prashant.shinde@sharadainfotech.co.in>

Wed, Dec 6, 2017 at 9:48 AM

To: Shruti Jamsandekar <ssjamsandekar@siberindia.edu.in>

Dear Mrs. Jamsandekaer Madam,

We would like to provide internship offer to Jasmin Momin. Please accept this as a acceptance from our end. We already convey her, we can't commit on stipend however, if our financial budget permits we can provide at subsequent stage after mutually discussion.

Request you to get her consent and above terms and gave us feedback.

Thanks & Regards,
Prashant

[Quoted text hidden]

Date :16/09/2019

To
Monika Subhash Khot
(Code: CAN124276)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Trainee- Software Engineer**. Your services are being deputed to **First Insight Software Solutions India Pvt. Ltd.** on the following terms and conditions:

- Your employment will be valid from **16/09/2019 To 15/09/2020** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be INR 274,524.00 per annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Medclaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Annexure I: Salary Breakup

Component	Monthly	Yearly
Basic	15,000.00	180,000.00
House Rent Allowance	4,917.00	59,004.00
Statutory Bonus	1,084.00	13,008.00
Gross Salary	21,001.00	252,012.00
Employer's Contribution to EPF	1,800.00	21,600.00
Insurance	76.00	912.00
CTC (Cost to the company)	22,877.00	274,524.00
Employee's Contribution to EPF	1,800.00	21,600.00
Net take home = (Gross salary- Total deduction)	19,201.00	230,412.00

* Income tax, Professional tax and LWF as applicable will be deducted.

* All the taxes will be deducted as applicable by law. Your salary is strictly confidential.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Mr, Akshay Bhatkande

Date: 01-04-2019

Sub: Appointment Letter

Further to the subsequent meetings and interviews, we are pleased to appoint you as **“Software developer (Trainee)”**.

As per the requirement of our company your appointment will be on the terms and conditions mentioned below:

1. Your appointment will be effective from **24-04-2019**.
2. Your place of posting will be **Belagavi** till the Company intimates you otherwise.
3. You will receive a **Monthly Salary of Rs. 4000/-** (Four Thousand Rupees only) subject to all statutory deductions.
4. Your appointment shall be subject to you, successfully clearing an extensive background check, which may include criminal and financial checks.
5. You will on a **Probation Period of Three (3) months** from the date of acceptance of this offer. Your employment will be confirmed by a letter of confirmation subject to satisfactory work, conduct attendance and continue to serve the company on the terms hereinafter contained or as the same may from time to time be modified by mutual consent.
6. During your probation period, your employment with “FLIXIR SOLUTIONS PVT LTD”., can be terminated either by company or yourself without any notice, subject to written acceptance by FLIXIR SOLUTIONS PVT LTD, However the management reserves the right to extend the period of probation, if your capability and conduct during the period is not satisfactory the company has the right to terminate the services on account of not clearing the training ,failing the background check, for misconduct or failure to provide sufficient documentary evidence to establish your employment history credentials.
7. You are not entitled to any earned leave or salary increments until your successful completion of probationary period.
8. Your work site is liable to be **transferred** to any subsidiary or associate company of “**FLIXIR SOLUTIONS PVT LTD**”, as existing or may be set up in future within or outside India. In such cases, you will automatically be governed by the terms and conditions of employment applicable to you in the transferee company. The tenure and the terms and conditions of such deputation will be determined solely by the company at its discretion and communicated to you in writing.

9. You will be abiding by the working hours, weekly offs and paid holidays of the department, office or establishment where you are posted. In case of unforeseen events and/or workload you may be required to work beyond the working hours or on weekly off days /holidays.
10. Any breach of the terms and conditions of your employment or are guilty of misconduct (including drunkenness, dishonesty, absence without notice, infringement of the company's regulations and disobedience to lawful orders or instructions) or conduct yourself in a manner calculated to bring to the company or its employees into disrepute or if you borrow money from any of the clients of the company or from anyone associated with the company, you will be discharged immediately from the company without any notice or salary in lieu of notice and in such case you will have no claim from the company whatsoever.
11. During employment of the company, you are not allowed to be employed in whatsoever ways, by any other company on a permanent, temporary or part time basis or offer your service with or without pay to any person, legal entity or public Authority or to be occupied in your own business or consultants without the prior written consent of the Company.
12. You will be required to effectively carry out all the duties and responsibilities assigned to you by your immediate Reporting Manager and authorised by the company to assign such duties and responsibilities. In case if you are absent from work for more than **three(3) consecutive days**, without informing management/ HR Department, the management reserves the right to terminate your services with immediate effect.
13. You will abide by the information security policy of the company and all the rules and regulations contained thereon.
14. Your individual salary package and payments is purely a matter of utmost confidentiality between you and company and has been arrived on the basis of job, skills and professional merit. We expect you to maintain this information and any changes pertaining to your remuneration made time to time as personal and confidential.
15. Documents and information pertaining to the company's operations shall remain highly confidential and safeguarded by you. On joining the company, an agreement to affect Non – Disclosure of Confidential information and intellectual property etc, shall be executed by you.
16. During the course of your employment you may come across information related to the clients that the company deals with and /or with the end consumers of our clients, any such information is strictly confidential and you shall not disclose it to any unauthorised person.
17. All other terms and conditions will be governed by the company's policies, code of conduct, Business Continuity Guidelines, rules and regulations as stated may from time to time be modified.



18. Upon termination of your employment, you shall not get associated or work with any of the vendors/clients directly or indirectly and shall not join, consult or provide the training to the competitive companies of the “**FLIXIR SOLUTIONS PVT LTD**” for the minimum period of six or twelve months.
19. During the period of probation, your services shall be terminable by giving 15 days notice. On confirmation of your service in the company, your services shall be terminable by giving one month notice.
20. In the event that you want to terminate your employment with company, while on a project in india or abroad you will required to give a 30 days notice, to enable smooth transition. The actual date of relese will be mutually decided with the consent of the concerned client and your superior.

Please confirm your acceptance of this appointment by returning the enclosed copy of this letter and the original employee agreement duly signed.

We welcome you to “**FLIXIR SOLUTIONS PVT LTD**”. and sincerely hope that your period of services with us will be long, pleasant and you will work towards fulfilling your career aspirations.

Looking forward to your contribution in achieving our success plans.

Best Wishes,

Yours sincerely,
For FLIXIR SOLUTIONS PVT LTD,

Manager

I have fully read and understood the above mentioned terms and conditions. I will report on Duty on _____.

Name of the Candidate: - _____

Date: _____

Signature: _____

Rheal Software (P) Ltd.

Regd. Address: 901 Premium Tower, Lokhandwala Complex, Andheri West, Mumbai INDIA 400 053 CIN No. U72200MH2000PTC125878
www.rheal.com email: info@rheal.com, Tel No 02266982709/10 Fax No 022-66946756

Payal Kulkarni

29th September 2017

Dear **Payal Kulkarni**,

We have pleasure in employing you / appointing you as an employee in our organization. Your designation will be **Trainee Programmer Analyst** under the following terms and conditions:

- Your stipend will be Rs. 18,000/- per month.
- You will be on probation for a period One Year. If your performance isn't satisfactory, your services will be terminated during the probation period. You will be notified three weeks prior to the conclusion of this probation period or earlier if found so.
- Your confirmation will be subject to satisfactory performance during the probationary period.
- Your compensation package shall subject to all applicable taxes and withholdings.
- Your joining date will be tentative 01st January 2018.
- All material produced (software, graphical work, etc.) created while under employment with us is deemed proprietary property of **Rheal Software (P) Limited** You are not to disclose, solicit or pass on any information/work produced that you may have had access to during your tenure with us.
- As part of your employment / consultancy, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and method of dealings with it's customers and employees and you also will develop relationships of special trust and confidence with the Company's customers and employees (collectively, "Confidential Matter"). You agree that such Confidential Matter is for the Company's exclusive benefit and that both during your employment and at all times thereafter, you will not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment, you will promptly return all documents and information (including computer generated or stored matters) concerning the Company or its customers and employees. So long as you are in the employment or consultancy of the company, you will at all times, observe in respect of any technical, trade or business data or any information that might come to your knowledge or possession, which according to the company, are necessary to be held confidential and form valuable property of the company. You will not disclose them without authority of the company; you shall not make them available to anyone
- You shall, at no time (even after you have terminated your employment), directly or indirectly solicit the business of (or otherwise deal in a manner adverse to the Company with) or provide any software engineering, consulting or programming services to any client of the Company (regardless whether or not you personally dealt with that party during your employment) directly or indirectly through another entity created in India or in the country of the client or to any customer directly or indirectly

Rheal Software (P) Ltd.

Regd. Address: 901 Premium Tower, Lokhandwala Complex, Andheri West, Mumbai INDIA 400 053 CIN No. U72200MH2000PTC125878
www.rheal.com email: info@rheal.com, Tel No 02266982709/10 Fax No 022-66946756

(or end-user of any customer) of the Company for which or for whose benefit you provided services during your employment. Also you will not directly or indirectly solicit the services of (or otherwise deal in a manner adverse to the Company with) any employee of the Company or induce such employee to terminate his or her employment even after you have terminated your employment. While you are in employment with us, you will not undertake any other employment or assignment either on full or part-time basis, nor divulge the trade secrets or any other information related to the Company or act in any manner that would be detrimental to the overall interest of the Company

- You shall carry out the duties entrusted to you diligently, honestly and faithfully and shall not at any time take full or part-time employment anywhere nor shall you do any business directly or indirectly while in the employment of the Company. Your performance shall be reviewed periodically and you shall provide reports concerning your work activities from time to time as requested.
- You will devote full time to the work of the company and shall not undertake any Direct/ Indirect Business or work, Honorary or Remunerative, except with the written permission of the Company.
- On confirmation (applicable to employees only), you will be entitled to Sick/Casual/Privilege Leave as per applicable rules.
- Your employment will be subject to termination of one months notice on either side. The management reserves the right to terminate your services by giving One month notice or One month emoluments in lieu thereof. Should you wish to leave the services of the company, you shall give One month notice in writing to the Company, **failing which Management reserves the right to withhold any dues owed to the employee. A security deposit in the form of 5% of the salary every month will deducted for the first year. In case, you do not comply with the above clause, you will forfeit your right to these funds. In the event of prior one month notice (or a mutual agreed notice) given by you, this security deposit will be refunded to you at the time of termination of services. Further, if no notice is given or a unilateral notice is given, then you will also lose any salary that is due for that current month.**
- You shall maintain proper discipline & dignity of your office and shall deal with all matters with sobriety.
- You shall keep and maintain in your safe custody such books, registers, documents and other papers as may be issued to you or come in your possession and shall return same when required.
- If during the period of employment / consultancy with us you achieve any invention, process improvement, operational improvement or other process/ methods likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all the rights to the company for the purpose of seeking any patent rights in respect thereof or for any other purpose.
- Upon leaving the employment / consultancy of the company, you will not take with you any drawing, blueprint or other reproduction or other data, tables, calculations, letter or other documents or any

Rheal Software (P) Ltd.

Regd. Address: 901 Premium Tower, Lokhandwala Complex, Andheri West, Mumbai INDIA 400 053 CIN No. U72200MH2000PTC125878
www.rheal.com email: info@rheal.com, Tel No 02266982709/10 Fax No 022-66946756

other writing of any nature whatsoever pertaining to the business of the company or any of its subsidiaries.

- The appointment and its continuance are subject to your being found and remaining medically (physically and mentally) fit. The company reserves the right to ask you to undergo medical examination, if when, considered necessary.
- You will assign the Company right, title and interest in any invention or improvement that you might make solely or jointly in the course of your relating to the products /services marketed, based, developed and you will perform any act, execute such documents without expenses to you which, in the judgment of the company, may be needful or desirable to secure to the company Patent protection and any / all rights relating to invention or improvements.
- You will conform to the Service Rules of the Company.
- Your assignment is liable to be terminated forthwith in the event of violation of any of our above clauses and you will be liable for consequential compensation, that may be payable to us.

Please return the duplicate of this letter duly signed, in token of your acceptance of the terms and conditions of assignment.

Thank you.

Yours sincerely,
For **RHEAL SOFTWARE (P) LTD.**

Authorised Signatory

From: "Shruti Jamsandekar" <ssjamsandekar@siberindia.edu.in>

To: "payal vaidya" <payalvaidya16.3@gmail.com>

Date: 7/18/2022 4:20:22 AM

Subject: Re: Offer letter from Rheal Softwares, Pune.

Thank you Payal

On Mon, 18 Jul 2022, 14:36 payal vaidya, <payalvaidya16.3@gmail.com> wrote:

Hello ma'am,

Hope you are doing well.

Please find the attached copy of the offer letter provided by Rheal Softwares,Pune for the placements year 2017.

Thank you.

Yours sincerely,
Payal Kulkarni
MCA(Batch of 2015-2018).



Shruti Jamsandekar <ssjamsandekar@siberindia.edu.in>

Re: Sharada Infotech | Internship Drive for MCA Students

Prashant Shinde <prashant.shinde@sharadainfotech.co.in>
To: Shruti Jamsandekar <ssjamsandekar@siberindia.edu.in>
Cc: cdc@siberindia.edu.in

Thu, Sep 28, 2017 at 7:04 PM

Dear Shrimati Shruti,

First of all I'm really thankful to you and your staff members cooperation during Internship drive especially Shri. Shinde Sir, Shrimati Naik Madam. Also I would like to thankful to Dr. R .V. Kulkarni sir for giving me the opportunity to conduct drive.

I apologies for the delay to announce results of Internship drive due to some technical reasons.

Based on Apti round, discussion with students and academic records we would like to select below students for our next project based on Java and .Net.

We would like to offer internship to below students

- 1) **Anjali Deshmukh** / Ashwini Kshirsagar - Java platform (One of them)
- 2) **Sameena Kagwade** / Maheshwari Deshpande - .Net platform (One of them)

Before accepting Internship offer, we require commitments from College and Students on below points

- 1) We request you to provide joining and internship end date. We expect min 5 months time line otherwise students are unable to complete provided modules with expected delivery quality.
- 2) During Internship period, if any other company offers employment to students then we allow to join them only after completion of modules on which they are working.
- 3) What if the students left the internship before completion of Internship period?
- 4) Location is yet to finalized but student who are willing to work at any location i.e. Pune or Kolhapur location will be selected. We will confirm the location by the end of October.
- 5) As mentioned earlier, stipend is location specific i.e. For Kolhapur it is Rs. 3000/- month and for Pune - Rs. 4500/- month
- 6) Student should sign Non-Disclosure Agreement before starting Internship for project. And in report we provide either our low priority modules or very high level information either in images or Videos. Whole decision is reserved with Sharada Infotech.
- 7) Final Project Report should be handover to Sharada Infotech with college seal by College and our written consent on contents added in reports should be required before submitting report to College.
- 8) Sharada Infotech will take serious action in case report progress is not as per our schedule. For Last batch, I was continuously suggesting to start Report from 1st day itself but wasn't happen. So we are very strict on Project Report part this time.

We are happy to discuss about your feedback or comments.

Awaiting your feedback.

--

Thanks & Regards,

Prashant Shinde

www.sharadainfotech.in

Email :- prashant.shinde@sharadainfotech.co.in

Ph :- +91-9422041268

[Quoted text hidden]

EMPLOYMENT OFFER LETTER

Capgemini Ref: 2732585/957009,

10/25/2021,
Shital Yashwant Patil.

Plot no 64/C-20, Ameya CHS Ltd, RSC14, Gorai-1, Borivali(west), Mumbai. Pincode-400092.
Mumbai, Maharashtra
India.

Confidential

Dear Shital Yashwant Patil,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini' or 'Company') starting from **12/08/2021** (or such other date as may be communicated to you by the Company), as per details given below

- A) Your current designation will be **Senior Analyst/A5**.
- B) You will be required to work at the Company's offices in **Pune**.
- C) You have to report by 8:30 am at **Pune** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Capgemini Technology Services India Limited. A-1, Technology Park,
A-1 Technology Park MIDC, Talwade, Pune, Maharashtra - 412114

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Senior Analyst

Total Cost to Company (CTC).

Rs.400,010.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowances and Reimbursements – 1 #	Rs.2,032.00	Rs.24,384.00
Other Allowances and Reimbursements – 2 +	Rs.981.00	Rs.11,772.00
Advance Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.30,162.00	Rs.361,944.00
Statutory payments ++		
Cpgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.392,208.00
Total Cash Compensation		Rs.392,208.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 400,010.00

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19,800.00
Books and Journals	24,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Note:

1. The payroll processing will be as per Company policy notified from time to time.
 2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
 3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law.
- The Benefits (Accidental & Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.
- # All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment and consequent changes to the statutory deductions from your salary, if any.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

H.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

I.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a.) You will submit relevant documents as mandated by the Company.
 - b.) You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.
 - c.) You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.
 - d.) You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e.) You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company
 - f.) You provide two satisfactory references, one being from your most recent employer(s) (prior to joining Capgemini).
 - g.) Your background verification check (including residential address(es), academics & professional Degree/Diploma & Certifications, previous employment(s), criminal background etc. as applicable) conducted by the Company is cleared; and
 - h.) You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise failed to disclose any information about your past employment, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

J.) Your employment with the Company will also be governed by the 'Terms and Conditions of Employment' contained in **Exhibit 1** attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Caggemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Caggemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Caggemini Technology Services India Limited



Anil Kumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Caggemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: **Shital Yashwant Patil**

Date: **10/25/2021**

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited ("**Capgemini**" or "**Company**") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or
- c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

- a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company.
- b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates.
- c) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Caggemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Caggemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Caggemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

- a) you are legally permitted to reside and be employed in India.
- b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same.
- c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications.
- d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you.
- e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
- f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you.
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent.
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care.
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information.
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you.
- f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company).
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company.
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

- a) was in your possession before receiving the same from the Company pursuant to this Letter.
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third-party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively '**Developments**') that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith.
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively '**Moral Rights**'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves its right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labor laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter along with its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:
 - a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
 - b) payroll processing agencies for processing my payroll (including reimbursement claims),
 - c) law enforcement agencies,
 - d) to comply with a judicial/quasi-judicial order,
 - e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
 - f) insurance companies for the purpose of group insurance, personal accident insurance etc.
 - g) service providers providing services for biometric access to office premises for monitoring attendance,
 - h) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.
2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:
 - a.) affiliates of the Company for administrative purposes and/or audit;
 - b.) clients/prospects in relation to any staff augmentation assignments.
3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.
4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.
5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.
6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.
7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:

Signature:

Date:

ANNEXURE I (A)

Onboarding Documents

Please carry two set of photocopies along with the original documents for verification as mentioned below:

- I. **Academic qualification (highest qualification as applicable):**
 - X- AND XII-mark sheets
 - All semester mark sheets (highest qualification)
 - Provisional Certificate OR Convocation OR Degree certificate
 - If Applicable- Diploma/ Completion Certification(s) for specialized courses

- II. Employment experience related documents:
 - a. **Current Employer:**
(Document mandatorily containing: Emp ID, Designation, Start Date of Employment, End Date of Employment)
 - Resignation acceptance letter OR Email confirmation from the HR OR Relieving Letter AND Experience Certificate
 - Pay slips for last 3 months
 - Letter of Appointment OR Offer Letter from the employer

 - b. **Previous Employer(s)**
 - Experience Certificate AND / OR Relieving certificate of all employments (ensure the above document specifies start date of your employment (s))

 - c. **Additional documents**
 - Form 16 – Part A only
 - Cancelled Cheque(in original)/Passbook(photocopy) -Cancelled cheque leaflet issued by Bank or the pages of passbook showing the Name of the Account Holder, Bank Name, Bank Branch and IFS code required as a pre-requisite mandate for registration on ESI portal.
 - Bank statement for last 3 months – [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible
Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- III. **Proof of Identity (Any two):**
 - PAN Card (Mandatory)
 - AADHAAR Card
 - Valid Passport – All pages
 - Driving License
 - Voters ID

- IV. Passport size photograph – 4 copies (white background)

ANNEXURE I (B)

Background Verification

Reference terms:

Capgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Bachelor's Degree/Post Graduate Degree etc.)
- Professional Experience & Employment(s) Credentials.

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks during your tenure in Capgemini and by accepting this offer you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents within 7 calendar days from the date of receipt of this offer:

- Fill the standard application form by clicking the New Employee Wizard link (received from SuccessFactors Onboarding <auto.noreply@capgemini.com>). (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload back the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet**.
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for 5 years of employment or past 2 employers whichever is higher.

Form 16 - Part A only.

Bank statement for last 3 months – [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible.

Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers
- These letters should clearly mention your last working day with your previous employers.

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to submit the original experience/relieving letter to Capgemini HR department / email the same to the following email address backgroundverification.in@capgemini.com not later than 14 days of your joining***

Court Verification Forms

- Court Record form

Note:

All of these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All of the above forms are submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence address for verification; alternatively they may also call you or ask you to visit the nearby Police Station.

You are required to submit all the documents with 7 days from receiving this Offer, failing which offer will be revoked*

Important points to note:

- In an event you fail to submit the required documents to the HR department within 30 days of first intimation/date of joining and after 2 reminders. Capgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Capgemini reserves to take disciplinary actions which inter alia includes termination from service without notice.

***In case your last employer do not provide experience letter you may provide the relieving letter, however please ensure that the relieving letter has last working day clearly mentioned.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Best Regards,
Team HR

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 4790577/889758,

09/14/2021,
SUNITA PRAMOD MANE.

A-703 C/O.Aditya Chougule, Onella Nest Phase 1, Patil Nagar, Sus Pune-411021.
Bangalore, Karnataka
India.

Confidential

Dear SUNITA PRAMOD MANE,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini' or 'Company') starting from **10/18/2021** (or such other date as may be communicated to you by the Company), as per details given below

- A) Your current designation will be **Senior Analyst/A5**.
- B) You will be required to work at the Company's offices in **Bangalore**.
- C) You have to report by 8:30 am at **Bangalore** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
164-165, EPIP Phase II,
EPIP Industrial Area, Whitefield, Bengaluru 560066

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 420,002.00 (Rupees Four Lakh Twenty Thousand And Two Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Senior Analyst

Total Cost to Company (CTC).

Rs.420,002.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowances and Reimbursements – 1 #	Rs.2,865.00	Rs.34,380.00
Other Allowances and Reimbursements – 2 +	Rs.1,814.00	Rs.21,768.00
Advance Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.31,828.00	Rs.381,936.00
Statutory payments ++		
Cappgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.412,200.00
Total Cash Compensation		Rs.412,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 420,002.00

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19,800.00
Books and Journals	24,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Note:

1. The payroll processing will be as per Company policy notified from time to time.
 2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
 3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
 4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
 5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law.
- The Benefits (Accidental & Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.
- # All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment and consequent changes to the statutory deductions from your salary, if any.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

H.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

I.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a.) You will submit relevant documents as mandated by the Company.
 - b.) You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.
 - c.) You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.
 - d.) You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e.) You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company
 - f.) You provide two satisfactory references, one being from your most recent employer(s) (prior to joining Capgemini).
 - g.) Your background verification check (including residential address(es), academics & professional Degree/Diploma & Certifications, previous employment(s), criminal background etc. as applicable) conducted by the Company is cleared; and
 - h.) You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise failed to disclose any information about your past employment, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

J.) Your employment with the Company will also be governed by the 'Terms and Conditions of Employment' contained in **Exhibit 1** attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Caggemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Caggemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Caggemini Technology Services India Limited



Anil Kumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Caggemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: **SUNITA PRAMOD MANE**

Date: **09/14/2021**

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

1.1 Capgemini Technology Services India Limited ("**Capgemini**" or "**Company**") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or
- c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

- a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company.
- b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates.
- c) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures, or policies of the Company, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.4 Caggemini prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Caggemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Caggemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

- a) you are legally permitted to reside and be employed in India.
- b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same.
- c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications.
- d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you.
- e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
- f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you.
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent.
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care.
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information.
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you.
- f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company).
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company.
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

- a) was in your possession before receiving the same from the Company pursuant to this Letter.
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third-party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively '**Developments**') that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith.
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively '**Moral Rights**'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop,laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labor laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter along with its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi, Pune – 411057, Maharashtra (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:
 - a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
 - b) payroll processing agencies for processing my payroll (including reimbursement claims),
 - c) law enforcement agencies,
 - d) to comply with a judicial/quasi-judicial order,
 - e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
 - f) insurance companies for the purpose of group insurance, personal accident insurance etc.
 - g) service providers providing services for biometric access to office premises for monitoring attendance,
 - h) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.
2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:
 - a.) affiliates of the Company for administrative purposes and/or audit;
 - b.) clients/prospects in relation to any staff augmentation assignments.
3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.
4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.
5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.
6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.
7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:

Signature:

Date:

ANNEXURE I (A)

Onboarding Documents

Please carry two set of photocopies along with the original documents for verification as mentioned below:

- I. **Academic qualification (highest qualification as applicable):**
 - X- AND XII-mark sheets
 - All semester mark sheets (highest qualification)
 - Provisional Certificate OR Convocation OR Degree certificate
 - If Applicable- Diploma/ Completion Certification(s) for specialized courses

- II. Employment experience related documents:
 - a. **Current Employer:**
(Document mandatorily containing: Emp ID, Designation, Start Date of Employment, End Date of Employment)
 - Resignation acceptance letter OR Email confirmation from the HR OR Relieving Letter AND Experience Certificate
 - Pay slips for last 3 months
 - Letter of Appointment OR Offer Letter from the employer

 - b. **Previous Employer(s)**
 - Experience Certificate AND / OR Relieving certificate of all employments (ensure the above document specifies start date of your employment (s))

 - c. **Additional documents**
 - Form 16 – Part A only
 - Cancelled Cheque(in original)/Passbook(photocopy) -Cancelled cheque leaflet issued by Bank or the pages of passbook showing the Name of the Account Holder, Bank Name, Bank Branch and IFS code required as a pre-requisite mandate for registration on ESI portal.
 - Bank statement for last 3 months – [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible
Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- III. **Proof of Identity (Any two):**
 - PAN Card (Mandatory)
 - AADHAAR Card
 - Valid Passport – All pages
 - Driving License
 - Voters ID

- IV. Passport size photograph – 4 copies (white background)

ANNEXURE I (B)

Background Verification

Reference terms:

Capgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Bachelor's Degree/Post Graduate Degree etc.)
- Professional Experience & Employment(s) Credentials.

Note: Based on certain business requirement and statutory rules Capgemini may initiate certain additional checks during your tenure in Capgemini and by accepting this offer you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents within 7 calendar days from the date of receipt of this offer:

- Fill the standard application form by clicking the New Employee Wizard link (received from SuccessFactors Onboarding <auto.noreply@capgemini.com>). (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload back the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet**.
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for 5 years of employment or past 2 employers whichever is higher.

Form 16 - Part A only.

Bank statement for last 3 months – [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible.

Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers
- These letters should clearly mention your last working day with your previous employers.

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to submit the original experience/relieving letter to Capgemini HR department / email the same to the following email address backgroundverification.in@capgemini.com not later than 14 days of your joining***

Court Verification Forms

- Court Record form

Note:

All of these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All of the above forms are submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence address for verification; alternatively they may also call you or ask you to visit the nearby Police Station.

You are required to submit all the documents with 7 days from receiving this Offer, failing which offer will be revoked*

Important points to note:

- In an event you fail to submit the required documents to the HR department within 30 days of first intimation/date of joining and after 2 reminders. Capgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Capgemini reserves to take disciplinary actions which inter alia includes termination from service without notice.

***In case your last employer do not provide experience letter you may provide the relieving letter, however please ensure that the relieving letter has last working day clearly mentioned.

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Best Regards,
Team HR

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Offer Letter

Ms. Susmita Malgonda Patil
Pune.

Date: 18th April 2018

Dear Susmita,

1. EMPLOYMENT

We are pleased to appoint you on the position of '**Intern Graduate**' with Nityo Infotech Services Pvt. Ltd (the "**Company**"), to render service that may be required by our client ("**BMC Software India Pvt. Ltd**").

You will be on contractual employment with Nityo Infotech Services Pvt. Ltd and the duration of your contract shall be from '**7th-May-2018 to 9th-Nov-2018**' the terms and conditions of your employment with the Company are as follows:-

2. DUTIES

- 2.1. You will be responsible for performing services for the Customer as assigned by the Customer's employees who are designated with authority to manage and supervise your work from time to time. You shall at all times during the period of this Agreement:
- 2.1.1. You will execute your work at customer premises.
 - 2.1.2. Comply with all rules, regulations and procedures of the Customer.
 - 2.1.3. Provide reports concerning your work activities from time to time as requested.
 - 2.1.4. Not directly or indirectly expropriate any corporate opportunities or otherwise engage in any conduct adverse to the interests of the Company & Customer.

3. COMPENSATION AND BENEFITS

- 3.1. Details of your monthly compensation are as mentioned below:

Components	Per Month	Annum
Basic	10,150.00	1,21,800.00
HRA	5,075.00	60,900.00
Conveyance	1,000.00	12,000.00
CCA	6,819.00	81,828.00
Medical Reimbursement	500.00	6,000.00
Telephone Reimbursement	270.00	3,240.00
Special Allowance	1,218.00	14,616.00
Bonus	750.00	9,000.00
Gross Salary	25,782.00	3,09,384.00
PF Employer Contribution	1,218.00	14,616.00
Gross CTC	27,000.00	3,24,000.00

Note - Salary will be disbursed on receipt of your Pan Card Copy

- 3.2. You will be covered under Group Medical and Group Accident Insurance Policy Your salary compensation mentioned above is subjected to the deduction towards the premium amount for the same. Premium value is negotiated each year with the Insurance Company and it will reflect as the deduction that the Company will pay to the Insurance Company.
- 3.3. You will be entitled to all other statutory benefits wherever applicable during the contract period.
- 3.4. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against client organization.
- 3.5 **Leave and Public Holidays**
- a) You would be eligible for the leave of 1.5 days per month for every calendar (January to December) year .
 - b) It is mandatory for every employee to take prior approval of his Reporting Manager before availing any leave.
 - c) Candidate who joins after 15th of a month will not be eligible for any leave for that particular month. Also, your 1st salary shall be clubbed and processed with consecutive month's salary.
 - d) Leave accrued over a year will be carried forward in the next leave cycle. Please note that in a leave cycle, only 18 leaves will be allowed and approved to be carried forward in the next leave cycle year. Any leaves exceeding 18 leaves will lapse. There will be no leave encashment applicable for any employee.
 - e) Public/festival holidays would be as per the policy of our client for whom you are rendering your services. Also, you would be entitled to the holidays as per the policy of our client, except floater.

4. TERMINATION

- 4.1. Either Party can terminate this contract, while it is effective, by giving One (1) month's advance written notice to the other Party.
- 4.2. Nityo will promptly settle all your dues after making applicable deductions. Termination of this contract shall not affect the obligations of the parties that have been incurred prior to termination. Further obligations relating to confidentiality and intellectual property shall continue after termination of this contract.
- 4.3. Upon expiry or termination of the contract, your employment with Nityo shall stand terminated forthwith.
- 4.4. The Company may by immediate written notice forthwith terminate this Agreement and without compensation if you:
- 4.4.1. commit any act of gross misconduct or repeat or continue (after written warning) any other [material] [serious] breach of your obligations under this Agreement; or
 - 4.4.2. are guilty of any conduct which in the reasonable opinion of the Customer brings you or the Company into disrepute; or
 - 4.4.3. disobey or neglect or refuse orders or directions given or wilfully neglect or refuse to perform any duty given by the Customer; or

- 4.4.4. are convicted of any criminal offence; or
- 4.4.5. commit any act of dishonesty whether relating to the Customer, any of its employees or otherwise; or
- 4.4.6. wilfully give any false information or make any misrepresentation to the Company; or
- 4.4.7. are in the reasonable opinion of the Customer incompetent in the performance of your duties.

5. CONFIDENTIALITY

5.1. "Confidential Information" which is defined as including:

- 5.1.1. "documents, materials and information (whether oral, written, visual, electronic or otherwise and whether or not marked "CONFIDENTIAL") relating to the business or affairs of the Company, its management, subsidiaries, and affiliated or associated companies, including but shall not be limited to the Company's price lists, the Company's clientele contact lists, propriety information on accounts, trade secrets, know-how, trade connections, apparatus, process, formula, product, invention, system, and all other information of a private and confidential nature".
- 5.1.2. During the course of your employment, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and methods of dealings with its customers and employees, and you also will develop relationships of special trust and confidence with the Company's customers and employees.

5.2. Hence, you agree to be employed by the Company on the terms and conditions set out below:

- 5.2.1. You agree that such Confidential Information is for the Customer's exclusive benefit;
- 5.2.2. You shall not at any time now or hereafter, directly or indirectly use or disclose any Confidential Information, in part or in whole to any other person, except with specific approval, in writing, from the Customer; and
- 5.2.3. Your compensation and other benefits are confidential and are not to be divulged to any person who is not authorized by the Company in this regard.
- 5.2.4. Upon the conclusion or termination of your employment, you will promptly return to the Company or Customer, all Confidential Information in whatever form (including all copies thereof and documents, reports, summaries and notes derived there from) provided in the course of your employment. You shall also delete, remove or destroy all copies of the Confidential Information from any unauthorized databases or document retrieval system into which they have been placed and certify to the Company that the same has been done.
- 5.2.5.

6. USE OF INTELLECTUAL PROPERTIES

- 6.1. You agree that any and all Intellectual Property conceived, discovered, created or invented by the Customer or you in the course of your employment by the Company now or after the date hereof shall belong to the Customer and that you shall upon request, execute the necessary documents, applications and assignments transferring the same to the Customer and do all other things requested to perfect the Customer's rights therein.

6.2. You acknowledge and agree that the Intellectual Property belonging to the Customer shall be used for the purpose of your employment for the Customer and during the term of your employment only. You shall not directly or indirectly acquire any rights in respect of the Intellectual Property and that all such rights and goodwill are and shall remain vested in the Customer.

7. **NON-COMPETITION AND NON-SOLICITATION**

7.1. You shall not during your employment with the Company, directly or indirectly engage in any business competitive with the Customer, whether as a owner, partner, shareholder, officer, employee, agent, consultant or otherwise.

8. **GOVERNING LAWS**

8.1. This Agreement is governed by, and shall be construed in accordance with, the laws of India and you will hereby irrevocably submit to the exclusive jurisdiction of the Courts of India in respect of any proceedings arising out of or in connection with this Agreement.

9. **ENTIRE AGREEMENT:**

9.1. This Agreement represents the entire agreement of the Parties and it supersedes all prior statements, discussions and understandings and may be amended only in writing signed by both Parties.

9.2. Any breach of this Agreement provides justifiable ground for the Company to dismiss you without any compensation of whatever nature as a result of the dismissal. The dismissal does not relieve you from the obligation to compensate the Company for any and all damage suffered.

9.3. In addition to and without prejudice to the Company's rights above, you agree to indemnify and hold the Company and its Customer harmless against all claims, losses, damage, costs, expenses, proceedings, fees of legal advisers (on a client-solicitor basis) and fees of other professionals incurred by the Company arising from a breach or neglect or alleged breach or neglect of this Agreement.

9.4. The Company reserves the right to vary any of the terms and conditions of employment in accordance with the changes in its policies and practices under intimation to you.

Agreed to and accepted with the express intent to be legally bound	For Nityo Infotech Services Pvt Ltd
Signature: _____ Name: _____ Designation: _____ Date: _____	Signature: _____ Name: Dolly Oza Designation: Sr.HR. Executive Date:

17-18

Date: 23-Jul-2021

Dipak Ramchandra Buva
BUVA GALLI, KADALGE BLD, KOLHAPUR KOLHAPUR, Maharashtra, 418507

Dear Dipak Ramchandra Buva,

On behalf of Evaluateerve.com Private Limited ("Evaluateerve" or "Company"), we are pleased to extend you an offer of employment as Business Analyst in our Financial Services - 04 (IR-03) department.

We urge you to read this letter carefully, since it contains certain important details pertaining to your employment. Your total compensation will be INR 550000 per annum. The breakup and additional details are provided in

Annexure A.

This offer of employment is conditional to our routine reference and background verification being completed with satisfactory results. In addition thereto, the offer of employment shall also be conditional upon your signing, on the date of joining, an employment agreement detailing the terms and conditions of your employment and connected documents as well as subject to your submitting, before the date of joining, the documents mentioned in

Annexure B hereto.

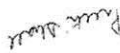
This offer letter is valid for one week from the date of this letter. Evaluateerve at its sole discretion may revoke or extend this offer after its expiry.

Please note that the contents of this letter are confidential and should not be used as a bargaining tool for negotiating employment terms with any other organisation.

If you have any questions, please feel free to contact us.

We look forward to working with you.

Yours sincerely,



Preet Dhall Pal
Vice President and Head-Human Resources (India)

Signature

Offer of Employment to Dipak Ramchandra Buva



Place of Work

Employee's place of employment will be at Evaluateerve's Gurgaon office. Employee may however be required to work (without any further remuneration or benefit) at any place of business which Evaluateerve has or may later acquire. Evaluateerve may, after giving employee reasonable notice, transfer or assign employee's services to any place of business of Evaluateerve that may be presently operating, or which may subsequently be acquired or established in any part of India or abroad. In such case, you will be governed by the policies of that location.

Work Days / Working Hours

Employee will be required to work (the) 5 days a week for 9 hours per day. The regular day starts at 8:30 a.m. and can only be modified in case of specific group and/or project requirement. At all times the Employee shall diligently, and in a manner consistent with ethical and sound business practices devote all his / her working time as specified by Evaluateerve from time to time towards the functioning of the Company. Due to project requirements the Employee may be required to work for additional hours within the permissible limit prescribed by the applicable law.

Performance Evaluation

Employee performance will be evaluated annually and the increments will be given every year depending upon the joining date and the company policy in place. Any changes in the valuation cycle will be duly notified to the employee.

Signature

Necessary Documents to be submitted on the acceptance of offer

Please refer to Annexure B

By signing below, I hereby understand, agree, accept, confirm and acknowledge the aforementioned terms and condition of this offer letter.

Accepted

Name

Signature

Date of Acceptance:

Confidential

Signature

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Annexure A

Salary structure for the year		
Basic Salary (excl. Employees contribution to PF)	227012	
Employee's contribution to provident fund	30956	
Total salary		257968
Others		257968
• House Rent Allowance/ Company Leased Accommodation	126964	
• Food Allowance	29400	
• Special Allowance	102584	
Employer's contribution to PF		30956
Medical Insurance *		3106
Bonus		
Total cost to the company		550000

* Evalueserve provides various reimbursement options which Employees can select upon their joining. For further details Employee is advised to get in touch with the Finance department after joining.

Basic Salary and Allowances:

Your salary is split into basic annual salary and allowances (HRA, special allowance and food allowance)

House Rent Allowance/Company-leased Accommodation

The company will provide the employee with HRA or a company-leased accommodation, as required as per the Company Policy. Company lease accommodation is provided to employees after successful completion of one year in Evalueserve.

Special Allowance

Employee is entitled to a special allowance, which is a part of the salary

Provident Fund

As an Evalueserve employee, you are eligible for and are enrolled in the Provident Fund scheme

Confidential

Signature

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**Food Allowance**

Employee is entitled to a food allowance, which is a part of the salary.

Other Benefits / Medical Insurance Benefits

Employee will be enrolled for medical / hospitalization insurance which shall be a part of his/her CTC. Also, there is a provision of increasing the medical insurance and including Employee's dependents. However, the minimum sum payable for the same would increase accordingly.

Milestone Incentive Plan

The incentive plan is contingent upon the achievement of pre-determined objectives (both tenure and individual's performance) as per the policy. Employees enrolled into the plan are eligible for payments upon completion of minimum 18 months of continuous employment at Evalueserve, and provided the employee has not resigned/serving notice period at the time of pay out. Evalueserve reserves the right to amend/modify/tail back this plan without any prior notice.

Candidate

Signature

EVALUESERVE.COM Private Limited

EVALUESERVE.COM Private Limited

**Annexure B****Documents to be submitted before the date of joining**

S. No.	Particulars
1	8 passport-size coloured photographs
2	Copy of offer letter from last employer
3	Salary slip with company seal or on letterhead of company
4	Relieving letter or accepted resignation note from last employers. Document should be on the letter head of company or from official email id clearly mentioning the date of relieving.
5	Self attested photocopies of your academic records (starting from matriculation to the latest degree)
6	Copy of Aadhar Card
6	2 self attested copies of permanent address proof. You may submit any of the following documents: <ul style="list-style-type: none"> • Copy of Passport • Copy of Driving License • Voters ID card • Ration card in employee's or family member's name • Electricity/Water Bill in Employee's name or family members name • Cooking Gas Bill • Copy of LIC • MTNL/BSNL Bill • Nationalized Bank Statement/Pass Book in Employee's name
7	Self attested copy of Government Issued Photo Identity Proof. You may submit any of the following documents: <ul style="list-style-type: none"> • Copy of Voters ID card • Copy of Driving License • Copy of Passport • Copy of PAN card

Failure to submit any of the above mentioned documents prior to joining Evalueserve could lead to Offer being revoked.

Candidate

Signature

EVALUESERVE.COM Private Limited

EVALUESERVE.COM Private Limited

SLK GLOBAL SOLUTIONS

Branch Office : "Survey No. 156/1A,
Old Pune - Bangalore Road,
Village - Ujalwad,
Taluka - Karveer, Dist. Kolhapur -416004,
Maharashtra, India. T +91 231 661 9300



APPT/SLKGLOBAL/2018
18-Mar-19

Jotiba Arun Chavan
254, At Korkundi, Post Sundi, Near Maruti Mandir, Tal Chandgad, Dist Kolhapur, State
Maahrashtra 416507

Dear Jotiba,

Thank you for your application and the personal interview you had with us.

We congratulate you on your selection to join us as "**Associate Team Member**". Your appointment is effective from the **18-Mar-19**.

The terms and conditions of your employment with us are as follows:-

1. **Compensation:** As per annexure to this letter.
2. **Annual Appraisal and Salary Review:** Performance assessment is carried out on a monthly basis. The salary and role review is linked with the annual appraisal (consolidated for entire year) and is carried out under the corporate guidelines prevailing at that point of time.
3. **Retirement:** The retirement age is 58 years.
4. **Notice period:** The Contract of Employment can be terminated by either party by giving fifteen (15) days prior notice in Probation period and thirty (30) days prior notice on confirmation in writing or by paying fifteen (15) days in probation and one (1) month on confirmation of Base salary in lieu thereof, with prior approval of Company. However, the Company may at its sole discretion reduce the notice period or the payment of Base Salary in lieu thereof.
5. **Background Check:** Your employment is subject to satisfactory completion of Verification, Antecedents and Testimonials.

Strictly Confidential

Page 1 of 3

Regd. Office : SLK Global Solutions Pvt. Ltd. (formally known as SLK Global Services Pvt. Ltd.), 3rd & 4th Floors, Tower B, SLK Green Park, Amin Properties LLP SEZ Sy. Nos. 19, 20, 20/1, Pujanahalli Village, Devanahalli Taluk, Bangalore Rural - 56211

VIVEK VASANJI SHAH

(Authorised sub broker Angel One Limited)

OFFICE NO 205, Shri Swami Samarth Complex

Opp. Dagdusheth Ganapati Mandir

Pune 411002

Date: 25th May 2022

Avinash Ashok Tatwade

At-Devakewadi, Post- Shenagaon, Tal-Bhudargad

Dist.Kolhapur

#8380847326

Subject: Letter of Appointment

With reference to discussion we had with you, we are pleased to appoint you as 'Dealer' under the following terms and conditions.

1. Commencement Date

Your date of appointment will be effective from May 30th 2022 of joining

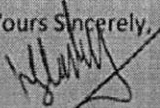
2. Salary and benefits

Salary will be Rs. 30,000/- (Thirty thousand only) per month

3. Place of work

Your employment location is in Pune.

Yours Sincerely,


Vivek Shah)
Proprietor

Date: July 03, 2019

Confirmation Letter

Dear Hemant Salokhe,

We are pleased to inform you about the successful completion of your probation period. In view of your performance, you have been confirmed for the post of *Research Associate* at Transparency Market Research Pvt. Ltd. with effect from *June 01, 2019*. Leaves and other benefits will be applicable from *June 01, 2019*

All other terms and conditions applicable will be as mentioned in the appointment letter. Please signify your acceptance.

Transparency Market Research Pvt. Ltd. congratulates you, and wishes you well in your position.

Sincerely,



Advait Ketkar

Head – Human Resource & Operations



Shruti Jamsandekar <ssjamsandekar@siberindia.edu.in>

campus drive Sept 7th - Shortlisted candidates

Sandip Khot <sandipk@alohatechnology.com>
Reply-To: Sandip Khot <sandipk@alohatechnology.com>
To: Shruti Jamsandekar <ssjamsandekar@siberindia.edu.in>

Wed, Oct 3, 2018 at 4:40 PM

Hi Shruti,

Here is the list of shortlisted candidates in campus drive held at CSIBER on Sept 7th, we will get in touch with them for joining process

1. Pramod Kenavade (CSIBER)
2. Rohan Patil (Shivaji University)
3. Onkar Palange (KIT)
4. Sushant Bhosale (Shivaji University)

Please let me know if you have further question

Thanks,
Sandip



Offer: Computer Consultancy

Ref: TCSL/DT20207017297/Ahmedabad

Date: 07/12/2021

Mr. Prashant Prakash Khamkar
A/P-Satave , Tal-Panhala, Dist-Kolhapur, Pincode-416114,
Yashawanagar, Satave,
Satave-416114,
Maharashtra.
Tel# 91-9156815044

Dear Prashant Prakash Khamkar,

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.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,578/-** 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 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore / TCS Xperience (detailed under Terms & Conditions). 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.

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TCSL/DT20207017297

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India

Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

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Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. 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.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Program.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

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 benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

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



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

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. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. 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.

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 3 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 TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed



to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

12. 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 clause 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.

13. Terms and Conditions

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

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.



20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep portal** as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer
The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card



21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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.

22. 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.

23. 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.

24. 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.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion



initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

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.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Prashant Prakash Khamkar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578

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.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** 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	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



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 Associate 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 Associate in the course of or in connection with or arising out of the Associate'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 Associate 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 Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate 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. Associate 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

Associate 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.

Associate 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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate 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 employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate 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 Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



27 September 2019

Mr. Prashant Pandurang Patil,
A/p Varange, Karveer,
Kolhapur

Phone: **+91.774.407.7924**

Dear Prashant,

Thank you for your interest in joining our organization.

Based on your application for employment and the subsequent discussions/tests/interview you had with us, we are pleased to inform you that you have been offered employment in Webcubator Technologies for our Pune, facility on the following terms and conditions:

A. Overview

Role/Title	Junior Software Developer
Date of Joining	30 th September 2019 <i>(no later than)</i>
Compensation	As defined in attached Annexure 01

B. Probationary Period

You will be on probation for a period of Six (6) months and may be confirmed as a permanent employee upon successful completion of your probation. The period of probation can be extended for a further period of six months or part thereof.

C. Increments and Promotions

A combination of your Organizational Band and Competency Band determines the compensation and benefits applicable to you. Your growth and increase in compensation and benefits will depend solely on your performance and contribution to the company. We follow value based appraisal system rather than time based. It is an objectively defined framework that provides quarterly data milestones.

D. Notice Period

You will be required to give Sixty (60) days' notice or salary thereof (calculable on your gross salary component) in case you decide to leave the services of the company, subject to the Company's discretion. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of full notice period. Similarly, the Company can terminate your services by giving you an equal advance notice or salary thereof.

From: "Shruti Jamsandekar" <ssjamsandekar@siberindia.edu.in>

To: "Shruti Jamsandekar" <ssjamsandekar@siberindia.edu.in>

Date: 7/18/2022 3:51:08 AM

Subject: Photo from Shruti Pai Jamsandekar



HRD/3T/21-22/1003037133

Ms. Pratiksha Patil
Candidate ID: 1003037133
Latawade
Ramnagar
Kolhapur - 416112
Maharashtra
India
Ph: (91) 84591 31322

March 8, 2022

Dear Pratiksha,

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

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



Dr. Sukhdev D Kadam <drsdkadam@siberindia.edu.in>

Regarding Technical Interview to be conducted on Saturday 17 March 2018- Technogreen Environmental Solutions

4 messages

Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Thu, Mar 15, 2018 at 4:16 PM

To: "Dr. Sukhdev D Kadam" <drsdkadam@siberindia.edu.in>

Cc: cdc@siberindia.edu.in

Dear Sir,

This is in reference to the interview conducted by Ms. Manjul Ahire and Ms. Mayuri Dhuri at CSIBER on 13 March 2018 Tuesday.

We would like to thank you for all your support and arrangements for the same. We had a great experience interviewing your students and it was our great pleasure conducting the same.

The short listed students after the first and second round are mentioned below:

1. Khade Rohit Vishnu
2. Shivam Rakesh Sharma
3. Swaroopa Balasaheb Mole
4. Neha Rajendra Joshi
5. Prasad Rajendra Pisal
6. Aakanksha Patil

Taking the prior procedure further we are conducting 2 more rounds i.e. written and technical interview on 17 March 2018; Saturday.

Please refer the interview details mentioned below.

Interview Details:

1. Name of the company: Technogreen Environmental Solutions

2. Address: 202, Hem Opal, Plot No. 26, Ekta Society, Near Joshi Wadewale Lane, Wakadewadi, Pune 411003.

3. Date: 17th March 2018; Saturday

4. Time: At 11:00 am

5. Contact No : 020-65201202

6. Location on map:

<https://www.google.co.in/maps/place/Technogreen+Environmental+Solution/@18.8095149,73.1521209,10z/data=!4m8!1m2!2m1!1stechnogreen+environmental+solutions!3m4!1s0x3bc2c065a7c56561:0xfc7cd7e96cf878fcl8m2!3d18.541263!4d73.852112>

We have already personally mailed the short-listed students for the same. However request you to co-ordinate with them as well.

Best,

Tanushree Dasgupta

Junior Environmental Officer

--

Technogreen Environmental Solutions

202, Hem Opal, Plot No.26, Ekta Society,

Wakadewadi, Pune- 411003

Tel: 020- 25822426,020-65201202

<http://www.technogreen.co.in>

Dr. Sukhdev D Kadam <drsdkadam@siberindia.edu.in>
To: Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Fri, Mar 16, 2018 at 11:52 AM

P.Prasad, Dhuri madam and Ahre madam, good morning to you all, and I am verymuch thankful to you for selecting and considering our students in your well known organization for permanent placement. Please tell my regards to Ajay. As per your mail the short listed students will be report to you at your office tomorrow about 11.00am.

Thanking You,
Regards

[Quoted text hidden]

--

Dr. S D. Kadam

Professor

Department of Environment Managemnt

Chhatrapati Shahu Institute of Business Education and Research

E-mail: drsdkadam@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: 0231-2535706/07 | 09420584207



Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Mon, Mar 19, 2018 at 12:08 PM

To: "Dr. Sukhdev D Kadam" <drsdkadam@siberindia.edu.in>

Cc: cdc@siberindia.edu.in

Dear Sir,

Congratulations!!!

We are informing this to you with immense pleasure that two of the six interviewed students, have been selected to work with us.

Details of the students selected:

1) Aakanksha Patil;

- Post- **Project Coordinator**
- Date of Joining- **15th May 2018; Tuesday**
- List of Documents- PAN Card, Adhaar Card, Educational Qualification Documents, Bank details, Ration Card/ Electricity Bill, 4 Passport sized photos (Self) and 4 Passport sized Family photographs.

2) Shivam Rakesh Sharma;

- Post- **Site Engineer**
- Date of Joining- **15th May 2018; Tuesday**
- List of Documents- PAN Card, Adhaar Card, Educational Qualification Documents, Bank details, Ration Card/ Electricity Bill, 4 Passport sized photos (Self) and 4 Passport sized Family photographs.

Request you to co-ordinate with the students for the same and kindly revert to this mail for your confirmation.

Congratulations once again!!!

It was a great pleasure having such bright students to interview at our organisation ☺

Thanks & Regards,
Tanushree Dasgupta
Jr. Environmental Officer

[Quoted text hidden]

Dr. Sukhdev D Kadam <drsdkadam@siberindia.edu.in>

Mon, Mar 19, 2018 at 4:34 PM

To: Technogreen Environmental Solutions <technogreen.solutions@gmail.com>

Dear Prasad and Technogreen group, I am very much thankful to you for accepting and recruiting our two students in your organization for permanent placement. Again I am requesting you to place more number of our students and help them in future.

Thanking you,
Regards

[Quoted text hidden]



Dr. Sukhdev D Kadam <drsdkadam@siberindia.edu.in>

Selected Candidates Names.

1 message

Pandurang Patil <directorpjsecipl@gmail.com>
To: "Dr. Sukhdev D Kadam" <drsdkadam@siberindia.edu.in>
Cc: directorpjsecipl@gmail.com

Mon, Mar 12, 2018 at 3:15 PM

Dear Sir,

I am very much thankful to you for inviting me to conduct the campus interview at CSIBER. With respect to the Campus interview taken by us M/s. Shruti Envirocare India Pvt. Ltd, Goa at CSIBER on 10/03/2018 I Mr. P. J. Patil, Director of the Company and my team member's Mr. Laxmidhar B. Kumber and Mr. Amit V. Jangam would like you to inform that we have selected 3 Candidates namely Mr. Nitin Nivrutti Yadav, Mr. Abhilash Balasaheb Kadam and Mr. Shubham Prashant Nagap.

We will have telephonic discussion with all the 3 candidates. If they give us the confirmation of joining then we will be happy to recruit them in our Organisation.

Thanks & Regards,
Mr. P. J. Patil.
(Director)

SHRUSTI ENVIROCARE INDIA PVT. LTD.
S-9, 2nd Floor, Rajaram chambers,
Behind Petrol Pump, Quepem - Goa.
Landline: (0832)-2662372, Fax: (0832)-2664634 E-mail:
shrustienvirocare_ipl@yahoo.com

CSIBER Trust's
D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR
Roll Call 2017-18 : MSW – II Group – A

Co-ordinator : Dr. B.N. Patil

Subject _____ Name of the Faculty _____ Sem:

Roll No.	Name of the student	DATE						Tot Present	Tot Absent
1	Balwand Sujata Ilai*								
2	Bandgar Rohit Jaypal								
3	Bhaskar Sadashiv Shivaji								
4	Charankar Sneha Bhimrao*								
5	Chavan Patil Uday Sarjerao								
6	Chougale Suvidhya Vilas*								
7	Chungade Nivedita Amarnath*								
8	Dhokare Pranav Pralhad								
9	Ghadge Nutan Arun*								
10	Ghatage Shamuvel Vikram								
11	Ghorpade Prajakta Chandrakant*								
12	Gurav Atul Ananda								
13	Gurav Gaurav Chandrashekhar								
14	Hardikar Amit Ghanashyam								
15	Ingawale Raviraj Vasant								
16	Jadhav Nayan Shatrughna*								
17	Jakate Pooja Subhash*								
18	Jambhale Tejas Shashikant								
19	Kamble Dhanashree Shridhar*								
20	Mane Priyanka Sanjay*								
21	Masti Krishnaji Appaso								
22	Mohite Pranali Vilas*								
23	Mohite Tejaswi Kalidas*								
24	Narbat Nanda Sambhaji*								
25	Otari Abhishek Rajendra								
26	Patil Mangesh Ashok								
27	Patil Poonam Shivaji*								
28	Patil Satish Sarjerao								
29	Patil Sonali Prabhakar*								
30	Patil Vijay Ananda								

Roll No.	Name of the student	DATE						Tot Present	Tot Absent
31	Patole Sushant Annaso								
32	Powar Utkarsha Udaysinh*								
33	Salunkhe Sumit Dhanaji								
34	Savakhande Abhijit Uttamrao								
35	Shaikh Rahil Rustam								
36	Shaikh Shahbaj Mustak								
37	Sharma Swapnali Vinodkumar*								
38	Shendage Pramod Balaso								
39	Shinde Aditya Mahadev								
40	Suryavanshi Shital Parashram								
41	Suryawanshi Amita Shankar*								
42	Suryawanshi Kiran Narayan								
43	Sutar Kishor Shankar								
44	Shinde Prathamesh Charudatta								

Sign of faculty

CSIBER Trust's
D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR
Roll Call 2017-18 : MSW – II Group – B

Co-ordinator : Dr. D.M. Bhosale

Subject _____ Name of the Faculty _____ Sem: _____

Roll No.	Name of the student	DATE						Tot Present	Tot Absent
1	Banne Shirish Suresh								
2	Bansode Pratik Maruti								
3	Bargeer Musa Malikjan								
4	Budhavale Rohini Shivaji*								
5	Chopade Priyanka Pradip*								
6	Chougale Atul Ramesh								
7	Chougule Kiran Balu								
8	Daware Rekha Sunil*								
9	Gaikwad Prafullkumar Pandurang								
10	Ghatge Priyanka Dattatray*								
11	Hakke Madhukar Sarjerao								
12	Jadhav Shivraj Krishnarao								
13	Joshi Aishwarya Rajendra*								
14	Kamble Sanjay Shivaji								
15	Kamble Savita Shivaji*								
16	Kamble Sonali Damodar*								
17	Kamble Sonali Prakash*								
18	Kamble Suraj Satappa								
19	Kamble Swapnil Satappa								
20	Kamble Tejash Sambhaji								
21	Kamble Umakant Suresh								
22	Kole Supriya Vitthal*								
23	Kolekar Dattatray Sandipan								
24	Lokhande Amar Ashok								
25	Londhe Megha Ramesh*								
26	Malavi Devdatta Pandurang								
27	Mulik Sanhita Vikramsinh*								
28	Nangare Pratiksha Avinash*								
29	Okeyo Kevin Agwaro								

Roll No.	Name of the student	DATE						Tot Present	Tot Absent
30	Patil Abhijit Maruti								
31	Patil Snehal Rajaram*								
32	Patil Trupti Ramchandra*								
33	Pednekar Lalit Suresh								
34	Ruikar Sneha Ashok*								
35	Sakat Rahul Satappa								
36	Sakhare Avi Balaso								
37	Salvi Niranjan Dipak								
38	Sankpal Shivaji Subhash								
39	Sathe Nitin Vijay								
40	Satoshe Priyanka Prakash*								
41	Tandale Laxmi Babu*								
42	Thanekar Manisha Rajaram*								
43	Vadangekar Megha Bapuso*								
44	Vidhate Sunil Bhanudas								
45	Gisele Ndirvbusa Louis*								
46	Bhosale Priyanka Dilip*								
47	Nagarkar Manisha Nandhakishor*								
48	Sutar Vishal Yashavant								
49	Kamble Sapana Rajaram								
50	Bhandare Chetan Jalindar								

Sign of faculty

CSIBER Trust's

D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR

Roll Call 2017-18 : MSW – II Group – E

Co-ordinator : Dr. K.N. Ranbhare

Subject _____ Name of the Faculty _____ Sem: _____

Roll No.	Name of the student	DATE						Tot Present	Tot Absent
✓ 1	Bhaskar Charushila Dagadu*	✓							
2	Firame Bhagyashree Anil*								
3	Gujar Dhanashree Guntant*								
✓ 4	Kadam Arati Vishwasrao*								
5	Kamble Prashant Balwant								
6	Kamble Pravin Ananda								
7	Kamble Ritesh Mahadev								
8	Kamble Shilpa Sharad*								
9	Mirajkar Dhanashree D.*								
10	Okeyo Divyanc Hamisi								
✓ 11	Pise Sawan Kiran								
✓ 12	Sable Haridas Lakshman								
13	Yadav Amruta Rajendra*								

5th Aug, 2021

To,
Ms. Reshma Maralkar
Pradhikaran, Nigdi
Pune 411044
Maharashtra

Subject: Contract Letter

Dear Reshma,

We are pleased to engage you in our organisation as a "Program Officer - Aftercare" on the following terms and conditions:

1. Contract Period

Your contract with CSA will commence on 10th August 2021. Your appointment will be on contractual basis for 1 year i.e., from 10th August 2021 to 9th August 2022. The renewal of contract for a second year will be based upon satisfactory performance in lines with your role and responsibilities.

2. Position & Scope

Your appointment with CSA is that of a "Program Officer - Aftercare"

You would be responsible for Pune. You would have to work for 8.5 hours from Monday to Friday and alternate Saturday.

3. Probation Period & Termination

Either party may terminate this appointment by serving on the other party, a notice of 1 month (15 days of notice needed while on probation). This assignment may also terminate if and when the project / area of work being handled by the incumbent is completed or becomes redundant due to changes in focus areas/ priorities of CSA.

CSA reserves the right to either pay or recover contract amount in lieu of the notice period. Further, CSA may, at its discretion, relieve you from such date, as it may deem fit, even prior to the expiry of the notice period.

On termination of your contract with CSA, you must immediately return to CSA in accordance with its instructions all equipment, correspondence, data, software, reports and other documents and any copies thereof and any other property belonging to CSA which are in your possession. CSA reserves the right not to relieve you of your contract in the event that all CSA documents/ property / information in your custody have not been properly handed over by you to an authorized representative of the CSA.

2017-18 - (21)

4. Work Days & Timings:

You will be required to work for a minimum of 8 hours in a day (excluding break timings) for 5 days and alternate Saturday or as and when directed by the management.

5. Leave:

You will be eligible for 21 Paid leaves and 9 Sick/Casual Leaves per annum.

6. Performance Of Duties

You shall be assigned with all the duties and responsibilities of CSA from time to time.

You shall be available, at designated time and whenever required to carry out the duties and responsibilities assigned to you, faithfully and diligently and in compliance with the established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of CSA. You will be working under the guidance and mentorship of Sr. Program Manager, Pune.

7. Remuneration

Your annual contract amount will be Rs.3,36,000/- (Rupees Three Lakh Thirty-Six Thousand Only) i.e. Rs.28,000/- per month (Rs.27,000/- contract fees + Rs.1,000 for communication charges). You will be paid on a monthly basis through the year in accordance with the CSA policy in this regard. CSA will deduct all such amounts and taxes as required under the applicable law.

Apart from remuneration you are entitled for travelling expenditure on actual basis as per policy.

Please sign and return the duplicate of this letter of contract to indicate your acceptance of this contract and the terms of this letter agreement.

We welcome you to CSA and look forward to your association with us.

For Catalysts of Social Action

Anandhi Yagnaraman
CEO

(Reshma Maralkar)

List of Documents

List of Documents
1) Degree Certificates of Graduation/Post Graduation
2) Aadhar Card Photo copy
3) 2 Colored photographs (Passport Size)
4) Pay slips/Proof of latest salary drawn
5) Relieving Letter from the current employer
6) Experience/Service Certificates from all Previous employer(s)
7) PAN Card
8) Current residence address proof (If differ from Aadhar Card)
9) Two references
10) Emergency Contact Details (Name/Relationship/Contact Number)

I will be showing originals & submitting photocopies of the above mentioned documents at the time of joining Catalysts for Social Action.

Name :

Signature :

Date :

Abijit Spati,
48 BGM

2018-18

2017 18



जिल्हा महिला व बाल विकास अधिकारी कार्यालय, कोल्हापूर.
महिला प्रशासकीय इमारत, दुसरा बाजल, होस्पल रोड, कानक मायड रोड, कोल्हापूर
ई-मेल आयडी - dwwkolkhapur@gmail.com, दूरध्वनी क्र. ०२११-२६६१०६६



जाऊ नमिषाविकाको/ जिल्हा बाल संरक्षण कक्ष /११-१४/ ५३

कोल्हापूर, दिनांक -१०/१/२०२२

प्रति,
श्री अचिनोत भारती पाटील

विषय:- ICPS योजनेअंतर्गत कार्यरत जिल्हा बाल संरक्षण कक्ष या कार्यालयात ११ महिन्याकरीता कंत्राटी पध्दतीने मानधनी पदावर नियुक्तीबाबत
संदर्भ:- मा.जिल्हाधिकारीसे,कोल्हापूर यांचेकडील मान्य टिपणी दि. ०९/०१/२०२२ नुसार

उपरोक्त संदर्भिय विषयास अनुसरून आपणाम कळविण्यात येते की, ICPS योजनेअंतर्गत कार्यरत जिल्हा बाल संरक्षण कक्ष या कार्यालयात दिनांक- १०/०१/२०२२पासून ११ महिन्याकरीता कंत्राटी पध्दतीने मानधनी पदावर आपली निवड करण्यात आलेली आहे.

आपणाम सुचित करण्यात येते की, समुपदेशक या पदावर कंत्राटी पध्दतीने व रावसनाने विहित केलेल्या अटि व शर्ती नुसार काम करण्यास आपण तयार असल्यास विहित नमुण्यातील भरार करून दिनांक-१०/०१/२०२२पासून आपण नियुक्त पदावर हजर रहावे.

(श्रीम.एत.व्ही.पाटील)

जिल्हा महिला व बाल विकासात
अधिकारी,कोल्हापूर

प्रति-महिलीसच सचिनय मादर

१. मा.राहस्य मधिव,महाराष्ट्र राज्य बाल संरक्षण संस्था तथा
आयुक्त महिला व बाल विकासात पुणे

जिल्हा महिला व बाल विकास
अधिकारी,कोल्हापूर



BHARATI VIDYAPEETH MEDICAL FOUNDATION

Pub. Trust No. F/6118/Pune Income Tax Exemption No. Pn. 165/B-195
Soc. Reg. No. Mah/5043/90/Pune



FOUNDER :
Dr. PATANGRAO KADAM
M.A., LL.B., Ph.D.

Bharati Vidyapeeth Bhavan, L.B.S. Marg, Pune - 411 030.
Phone No.: 020-24407100 Fax : 020-24339121

Ref.No.BVMF/ 1057A /2020-2021

Date:- 01/09/2020

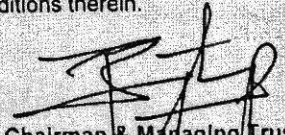
To,

Mr. Mubarak Razzak Shaikh
Guruwar Peth Nadaf Galli,
Miraj,
Sangli- 416 410.

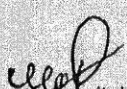
Dear Mubarak,

With reference to your application and subsequent interview, The Management of the Bharati Vidyapeeth Medical Foundation is pleased to inform you that you are selected in our organization on the following terms and condition:-

1. Your designation will be **M.S.W.**
2. You will be reporting to Incharge- MSW Department of Bharati Hospital, Sangli, who will give your detailed roles and responsibilities.
3. Your appointment is purely on temporary basis for a period of **06 months** from **01/09/2020** to **28/02/2021**.
4. Your temporary services may be extended at the sole discretion of the hospital.
5. Your temporary appointment can be terminated at any time without any notice or without assigning any reason. On the expiry of the period mentioned in clause (3) above your temporary service will automatically come to an end.
6. You shall have to carry out such duties as are assigned to you diligently and during such hours as may be stipulated by the management from time to time. You shall acquaint yourself with the rules and regulations regarding your service with the hospital as will be brought in to effect and amended from time to time and abide by the same.
7. You shall diligently and faithfully carry out instructions given to you by your superiors in connection with the service and to the best of your skill and ability to improve and further the services and interest of the hospital. You shall not indulge in any activities which are detrimental to the interest of the hospital.
8. In case you remain absent from work without permission for continuous period of three or more than three days, your temporary services shall automatically come to an end.
9. The provisions of model standing order will be applicable to you. Your services are terminable on giving one month notice by either side or payment in the lieu thereof.
10. Your services are transferable from Department to Department / Institute to Institute / Hospital to Hospital of Bharati Vidyapeeth Medical Foundation.
11. You shall communicate to the hospital, any change in your address as well as personal status. All communication sent to you in the normal course on the address given by you shall be deemed to have been received by you.
12. During the temporary period you will be paid basic pay of Rs.6200/- in the scale of Rs.6200-40-6400-50-6650 + Dearness Allowance as per Minimum Wage Act per month.
13. This letter of appointment has been issued to you on the clear understanding that there is nothing objectionable recorded while offering you employment. If however, it is found at any time hereafter that your past record is objectionable to the management or if you have willfully suppressed any material information, which you had to disclosed, in such case you will be liable for removal from our services forthwith without any notice.
14. This letter is being issued to you in duplicate. You are requested to sign in the space provided below and return the copy as a token of your acceptance of the terms and conditions therein.


For, Chairman & Managing Trustee
Bharati Vidyapeeth Medical Foundation
Sadashiv Peth, Pune-411 030.

I have read the above terms and conditions, and the same have been explained to me. I have understood the same and voluntarily accept and undertake to abide by the above terms and conditions.


Name & Signature of the candidate

Copy to - 1. Medical Superintendent, Bharati Hospital, Sangli.
2. Office of Health Sciences, Central-HRD, BV's, Dhankawadi Pune - 43.

2016-17

मुंबई जिल्हा क्षयरोग नियंत्रण संस्था

उप कार्यकारी आरोग्य अधिकारी (टीबी) यांचे कार्यालय, पहिला माळा, बावलावाडी म्युनिसिपल कार्यालय, व्होल्टास हाऊस समोर, डॉ. बी.आंबेडकर रोड, चिंचपोकली (पू), मुंबई - ४०००१२.

क्र. मुजिक्षनिसं/ 1731 / क्षय, दि. 10 / 01 / 2022

कार्यालयीन आदेश

प्रति,

श्री/श्रीमती. तन्मय धनंजय माने.

श्री/श्रीमती तन्मय धनंजय माने ह्यांची नियुक्ती क्षयरोग आरोग्य प्रचारक या पदाकरीता कंत्राटी तत्वावर दिनांक 10/1/2022 पासून ते दि. ०८/१०/२०२२ पर्यंतच्या कालावधीसाठी, ग्रेट रोड (ड) विभाग येथे रिक्त पदावर, खुला या प्रवर्गासाठी रु. १५,५००/- व १५००/- प्रवास भत्ता प्रतिमहा इतक्या वेतनावर (निश्चित मानधन) मुंबई जिल्हा क्षयरोग नियंत्रण संस्थेत नेमणूक करण्यात येत आहे.

नियुक्त कंत्राटी क्षयरोग आरोग्य प्रचारक आपल्या कार्यालयात हजर झाल्याचा अहवाल या कार्यालयात अवगत करावे.

Pravite
7/1/22

सदस्य सचिव
मुं.जि.क्ष.नि.सं

प्रत:-

1. जिल्हा क्षयरोग अधिकारी (ग्रेट रोड (ड) विभाग)

"राष्ट्रीय आरोग्य अभियान"

2018-18

24

जिल्हा एकात्मिक आरोग्य व कुटुंब कल्याण मंत्रालय कोल्हापूर
रजि. नं. महाराष्ट्र/२१०१/कोल्हापूर दि. १२ ऑगस्ट २०१८



पत्ता :- आरोग्य विभाग, जिल्हा परिषद,
नागाला पार्क कोल्हापूर
फोन नं. :- ०२३१ - २६६९६५३, २६५२३२७, २६५६६९७,
फॅक्स नं. :- ०२३१ - २६६०३९२
ई मेल :- dpmkolhapur2@gmail.com

कार्यालयीन आदेश

जा.क्र./जि.प./आरोग्य/पानएवएम/नियुक्ती/536/२०१८
आरोग्य विभाग, जिल्हा परिषद कोल्हापूर
दि. 03/03/२०१८

विषय - कंत्राटी पध्दतीने मनोविकृती सामाजिक कार्यकर्ता पदावर नियुक्ती बाबत

संदर्भ - मा. मुख्य कार्यकारी अधिकारी, जि.प.कोल्हापूर यांची मंजूर टिपणी दि.26/०२/२०१८.

उपरोक्त संदर्भात विषयानुसार

श्रीम. **थारुशीमा द. भास्कर** यांना प्रवर्ग - अनुसूचित जाती मधून

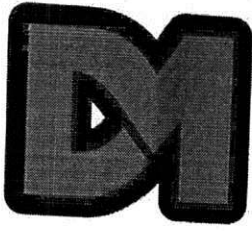
राष्ट्रीय मानसिक आरोग्य कार्यक्रम, सेवा रुग्णालय, क. वावडा, कोल्हापूर येथे मनोविकृती सामाजिक कार्यकर्ता या पदी रक्कम रु. २५,०००/- (र.रु. पंचवीस हजार फक्त) इतक्या दरमहा एकत्रित वेतनावर दिनांक 03/०३/२०१८ ते

02/०२/२०१९ या कालावधी पर्यंत निव्वळ कंत्राटी तत्वावर नियुक्ती देण्यात येत आहे.

नियुक्ती बाबतच्या अटी व शर्ती खालील प्रमाणे आहेत.

अटी व शर्ती

- १) नियुक्ती ही करार पत्राच्या अटी व शर्तीनुसार वर दिलेल्या कालावधीकरीता राहिल. कंत्राटी कालावधी संपल्यानंतर संबंधित पदावरील आपली नियुक्ती आपोआप संपुष्टात येईल.
- २) राष्ट्रीय आरोग्य अभियान जर काही कारणाने बंद पडले तसेच केंद्र शासनाने संबंधित पदे नामंजूर केल्यास सादरच्या सेवा कोणतीही पूर्व सूचना न देता तात्काळ समाप्त करणेत येतील.
- ३) दरमहा एकत्रित भोवदावा दिला जाईल.
- ४) शासकीय मूठ्या व्यतिरिक्त एका कॅलेंडर वर्षात ८ वैयक्तिक रजा व ७ वैयक्तिक रजा अनुज्ञेय राहतील. वैयक्तिक रजांसाठी वैयक्तिक प्रमाणपत्र सादर करणे बंधनकारक राहिल.
- ५) स्त्री कर्मचा-यांना दोन बाळंतपणापर्यंत (दोन मुले जिवंत) १८० दिवस पूर्ण घातरी रजा अनुज्ञेय राहिल परंतु, संबंधित स्त्री कर्मचाऱ्यास रजा उपभोगून समावर रुजू झाल्यानंतर पुढील सलग दोन वर्षे सेवा पूर्ण करणे बंधनकारक राहिल. २ वर्षांच्या कमी कालावधीत राजीनामा दिल्यास रजा कालावधीतील मानधन वसूल करण्यात येईल.
- ६) दरमहा कामाचे मुल्यमापन करणेत येईल. काम समाधानकारक न आढळल्यास कोणतीही पूर्व सूचना न देता सेवा समाप्त करण्याचा हक्क सा अध्याक्ष, जिल्हा एकात्मिक आरोग्य व कु.क.मंत्रालय, कोल्हापूर तथा मा. मुख्य कार्यकारी अधिकारी, जि.प.कोल्हापूर यांनी राखून ठेवलेला आहे.



DM ENTERPRISES

An ISO 9001:2015 & OHSAS 18001:2007 Certified



AN ISO CERTIFIED FIRM

Manpower Resourcing for Modernisation : Facility Management (Housekeeping / Plumbing / Electrical / Security) / Civil Engineering Works / Cable Laying, Excavation, Maintenance & Project / Catering, Diet & Pantry Services / Manpower Solution / Linen & Laundry Services

Ref: - DM/DDHS/Thane/MS/04/2021-22

Date:- 28.12.2020

2019-18

25

प्रति,
श्री. हरिदास लक्ष्मण साबळे,

नियुक्ती पत्र

श्री. हरिदास लक्ष्मण साबळे, आपण दिलेल्या अर्जानुसार आपली नियुक्ती दिनांक ०१.०१.२०२१ पासून पुढील आदेश मिळे पर्यंत मा. उपसंचालक ठाणे यांनी दिलेल्या नियम, अटी व शर्तीच्या अधीन राहून भारत रत्न पंडित भीमसेन जोशी सामान्य रुग्णालय, मीरा भाईंदर येथे कंत्राटी मनोविकृति सामाजिक कार्यकर्ता म्हणून आपली नियुक्ती करण्यात येत आहे तसेच आपले या बाबतचे उत्तरदायित्व शासनावर अथवा संस्थेवर राहणार नाहीत, या करिता १०० रु. चे स्टॅम्प पेपरवर चे नियम, अटी व शर्तीचे बंध पत्र लिहून देणे बंधनकारक राहिल.




मे. डि. एम. एंटरप्रायझेस

प्रत कार्यवाहीसाठी. मा. वैद्यकीय अधीक्षक, भारत रत्न पंडित भीमसेन जोशी सामान्य रुग्णालय, मीरा भाईंदर

प्रत :- माहिती करिता सविनय सादर.

१. मा. उपसंचालक आरोग्यसेवा मुंबई, मंडळ ठाणे.

२. मा. जिल्हा शल्य चिकित्सक, ठाणे

Minda Industries Ltd.



Ref. No.: - 06/2021

25-October-2021

Ms. Pooja Lawand,
Daruj, Tal - Khatav,
Dist - Satara (Maharashtra)

OFFER OF APPOINTMENT

Dear Ms. Pooja Lawand,

With reference to the interview you had with us, we are pleased to offer you employment as "Sr. Executive- HRM" as per terms and conditions mutually agreed at the time of interview.

You will abide by all rules and regulations of the company, which are in operation from time to time.

You will be issued a detailed Appointment Letter at the time of joining the duty and when all the required certificates have been submitted by you. You may join the duty on or before **10th November 2021** later to which this offer shall stand withdrawn.

Kindly bring your original testimonials and one photocopy of each, along with four coloured passport size photographs at the time of joining.

Please send your resignation letter duly accepted by your present company to us and bring the relieving letter of your present company on the day of joining.

This offer of appointment is valid subject to your passing the Medical test.

Please sign the duplicate copy of this letter as a token of your acceptance to this offer.

With Best Wishes,

For MINDA INDUSTRIES LTD,

Vijay Mishra
Manager - HRM
Web. Add:- www.mindagroup.com
Mail id:-info@mindagroup.com

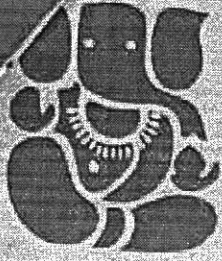
MINDA INDUSTRIES LTD. (Switch Division) Plot No. B-6, M.I.D.C., Chakan Industrial Area, Village Mahalunge (INGLE), Tal. Khed, Dist. Pune - 410501.

Tel.: +91-2135-668100, Fax: +91-2135-668205 Email:info@mindagroup.com www.unominda.com

Reg. Office : B-64/1, Wazirpur Industrial Area, Delhi - 110052. CIN NO. L74899DL1992PLC050333

क्र. - महा / २२५६५ / को.

Reg. No.: MH/22565/Kop.



GOMTESHWAR KRUSHI VA GRAMIN VIKAS SANSTHA

गोमटेश्वर कृषी व ग्रामीण विकास संस्था

ऑफिस पत्ता - मु.पो.पेठ वडगांव, रामनगर लाटवडे रोड, ८६ अ.२/५,
बी.वाय.कॉलेज पुणे, ता.हातकणंगले, जि.कोल्हापूर

email : pise.md@gmail.com

अध्यक्षा : श्रीमती राजनंदा मल्लीकरजुन पिसे

सचिव : रोहन मल्लीकरजुन पिसे मो. 9975753117, 9595804142

जा.क्र.

दिनांक ९ / ८ / २०२१

प्रति.

ग्रामपंचायत

सरपंच, ग्रामसेवक

विषय - जल जिवण मिशन कार्यक्रमांतर्गत अंमलवजावणी सहाय्य संस्था म्हणुन गोमटेश्वर कृषी व ग्रामीण विकास संस्था पेठ वडगाव या संस्थेची निवड झालेली आहे.

संदर्भ - १. कार्यासन अधिकारी, पाणीपुरवठा व स्वच्छता विभाग, महाराष्ट्र शासन, मुंबई यांचे पत्र दि. २३ जून २०२१.

२. कोल्हापूर राज्य पाणी व स्वच्छता मिशन मुख्यकार्यकारी अधिकारी यांचे पत्र दि. ८.७.२०२१.

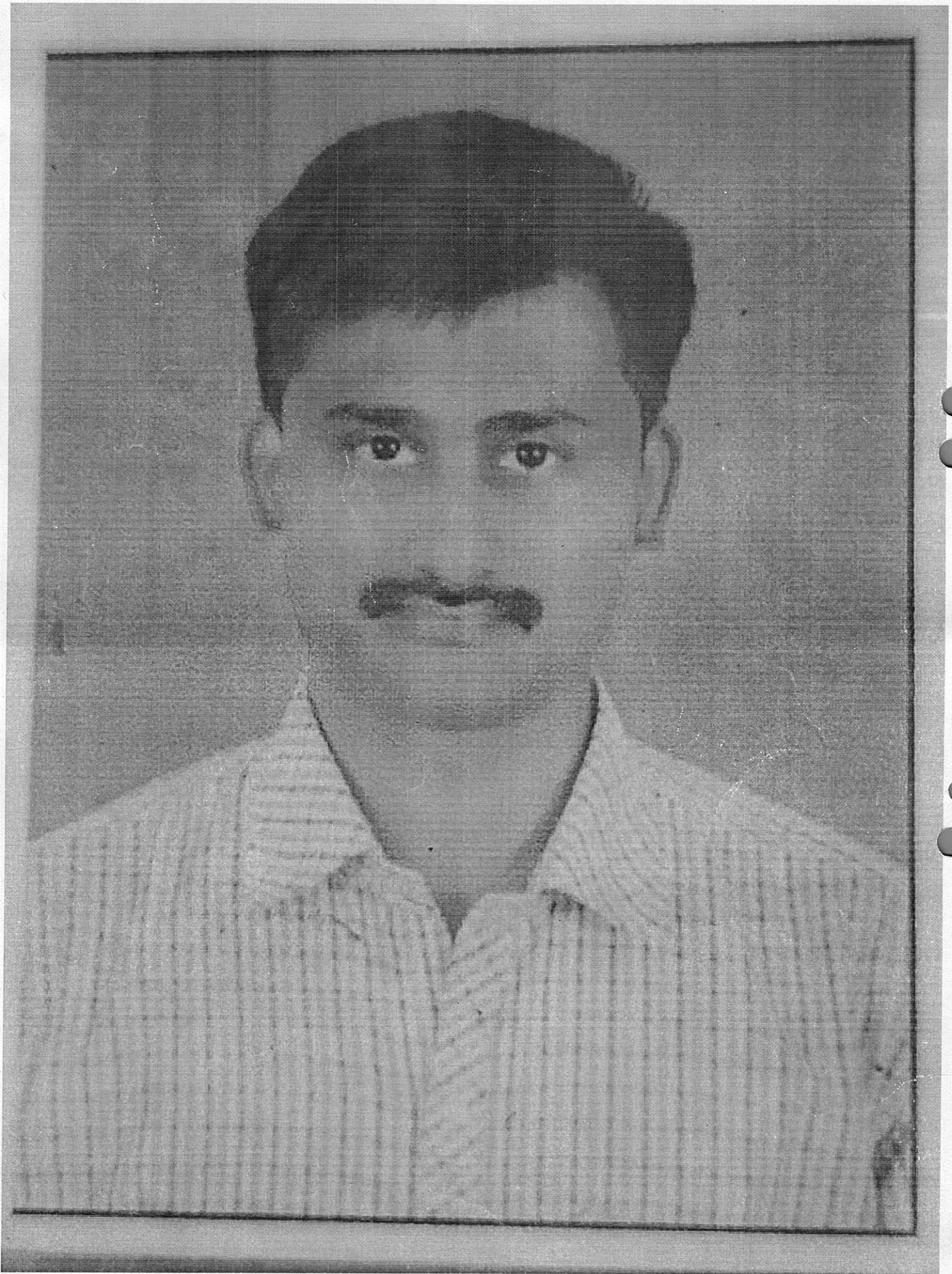
महोदय,

उपरोक्त संदर्भिय विषयान्वे जल जिवण मिशन कार्यक्रमांतर्गत गोमटेश्वर कृषी व ग्रामीण विकास संस्था पेठ वडगाव या संस्थेची निवड अंमलवजावणी सहाय्य संस्था म्हणुन निवड करण्यात आली आहे. कोल्हापूर जि.हातकणंगले तालुका हातकणंगले व कागल तालुक्यासाठी नेमणुक दि. ८.०७.२०२१ या रोजी करण्यात आली आहे. तरी या कामासाठी संस्थेकडुन समाजशास्त्रज्ञ म्हणुन श्री ललीत सुरेश पेढणेकर यांची निवड करण्यात आली आहे तरी आपल्याकडुन सहकार्य मिळावे हि विनंती.

P. Pise
सचिव

R. Pise
अध्यक्ष

गोमटेश्वर कृषी व ग्रामीण विकास संस्था
वडगांव, ता. हातकणंगले, जि. कोल्हापूर



17-18

17-18

Kiran Chougale

28

GOVERNMENT OF MAHARASHTRA
DR. BABASAHEB AMBEDKAR
Research and Training Institute (BARTI), Pune

Brisk
INDIA PVT. LTD.

ID No. : 16838 Name : **CHOUGULE KIRAN BALU** (Contractual)
Designation : **SAMTA DOOT**
Mobile : **8605456288**
DOB : **6-Nov-93**
UNIT : **BARTI SAMTA DOOT**
Adhar Card No. : **327361316311**

Phans
Authorised Signature



Document Proofs :
Aadhaar No.
327361316311

If this card found please return to :
Brisk India Pvt. Ltd.
403, 4th Floor, Western Court Building,
D - Opp. E-Square, Bhamburda, Shivajinagar,
Pune - 411 016. Tel. : +91 20 25650310

17-18 2017-18 29

**MSA
CONSULTANCY
SERVICES**

CORPORATE OFFICE

203,204, Shankar Parvati Chambers,
Dhole Patil Road, Pune - 411 001, INDIA
Ph.: +91-20-26165183, 26163184
Email : info@msajobsonline.com
Website : www.msajobsonline.com

DATE: 14/02/2022

To,
Mr. Aditya Shinde
Permanent Address:
Behind Gokul Chilling Centre
A/P Lingnoor Kasba Nool
Taluka Gadhinglaj
Dist. Kolhapur
Maharashtra 416502

Current Address:
C/O Vishal Chaudhary
A/P Shikrapur
Near Wavhal Hospital
Taluka Shirur
Dist. Pune
Maharashtra 412208

Phone: 8605335291
Email: aadi.shinde10@gmail.com

Subject—Appointment Letter:

Dear Aditya,

We are pleased to inform you that you are offered a contract with MSA Consultancy Services and you will be working as Assistant Manager-HR Operations w.e.f. 14/02/2022 with our organization. And the salary break up is also annexed below

Your services shall be retained by us and in the event of termination of our assignment /contract for any reason, your services shall get automatically terminated without any notice. This contract will be for a period of one year.

The terms and conditions of employment are as under -

1. Your employment shall abide by and be governed by **MSA Consultancy Services (MSACS)** with normal set of standards of rules / policies / orders applied at

present to your category and grade of employment or may be laid down or modified or amended from time to time or as understood by convention as company norms. Working days are Monday to Saturday per week, work hours are 8 am till 4:30pm daily.

2. You will be entitled for Leaves as under:
Casual Leaves 12 per year on pro rated basis.
Earned Leave -12 days per year on pro rated basis.
You will be provided with Leave card and you will have to get the leave sanctioned by MSACS Authority with whom you are working. Your Leave period will be as per calendar year. However, these leaves are applicable only after 6 months of your service with MSACS. The first 6 months will be treated as a probation period. For availing any such leave/s, you must mandatorily take a prior approval or intimate by emailing to gaurav.msahrc@gmail.com or gaurav@msajobsonline.com
3. Increments will be entirely on the basis of performance, efficiency and conduct.
4. You shall be entitled to Reward and Recognition based on your performance as per our Performance Management System (PMS) which shall be explained to you very well.
5. You will be entitled to a commission/ performance linked incentive (PLI) of INR 200/- (Indian Rupees Two Hundred only) that you achieve by placing a candidate successfully with our RPO client named John Deere India Pvt. Ltd. ,India(JDIPL, India) . This PLI shall be remitted to your bank account after 3 months of the selected candidate's DOJ (date of joining). In case the selected candidate leaves JDIPL, India before 3 months, you will not be entitled to any such PLI whatsoever.
6. You will be deputed to our client site named John Deere India Pvt. Ltd.(JDIPL), Shikrapur Factory, Pune and required to attend duties as per the timings of MSACS and you will observe holidays as per MSACS calendar. You may have to work in shifts if required. Depending upon the needs of MSACS you are liable to be transferred to any other locations of MSACS. No extra payment will be made if worked on holidays or on weekly off. You are not expected to remain in the office premises after completion of your assigned work.
7. You are supposed to maintain complete confidentiality of office data, passwords and important information about the office and its clients. In case you are found breaching the confidentiality in any form, you will be tried severely by the Courts of Law subject to Pune jurisdiction.


8. After leaving MSACS, you are not allowed to work for a recruitment / RPO firm in Pune district for 1 year from your date of leaving. In case you breach this, you will not be entitled to get any commissions and / or salary due to you.
9. In case you fail to provide a 15 days notice period and recruit a candidate in your place (before leaving), you will not be entitled to any salary and/ or commissions due to you.
10. In case of a peaceful and lawful exit from MSACS, you will be entitled to your salary and/ or commissions due . In this case, all payments that will be received from your client/s after your exit, your commission (PLI) will be paid.
11. We have received your original SSC Marksheet no. I2277023 dated 2008, Div. Board Kolhapur, Maharashtra which shall be in our safe custody for a minimum period of one year from Date of joining. The same shall be treated as a service bond of one year.
12. You will not be issued Relieving letter / Experience Letter in case you leave the organization before 1 year from your date of joining.
13. All email ids having prefix or suffix "msa" are a sole property of MSA Consultancy Services as they will be termed as official email id . At the time of resignation / termination you will have to hand over all official email ids & passwords to the management , failing which you will not be entitled to your dues like salary & commission , etc.

Kindly communicate your acceptance of this appointment by signing the duplicate copy of this letter and returning it to us.

We welcome you to this organisation and trust we will have a long and mutually beneficial association.

Yours faithfully,

for MSA CONSULTANCY SERVICES


Received and accepted by the undersigned.



on (date) : _____

f

ANNEXURE - I


Salary Structure of Mr. Aditya Shinde

Salary Details as per your appointment letter dated 14-02-2022:

Salary Structure for Mr. Aditya Shinde
Group- HR

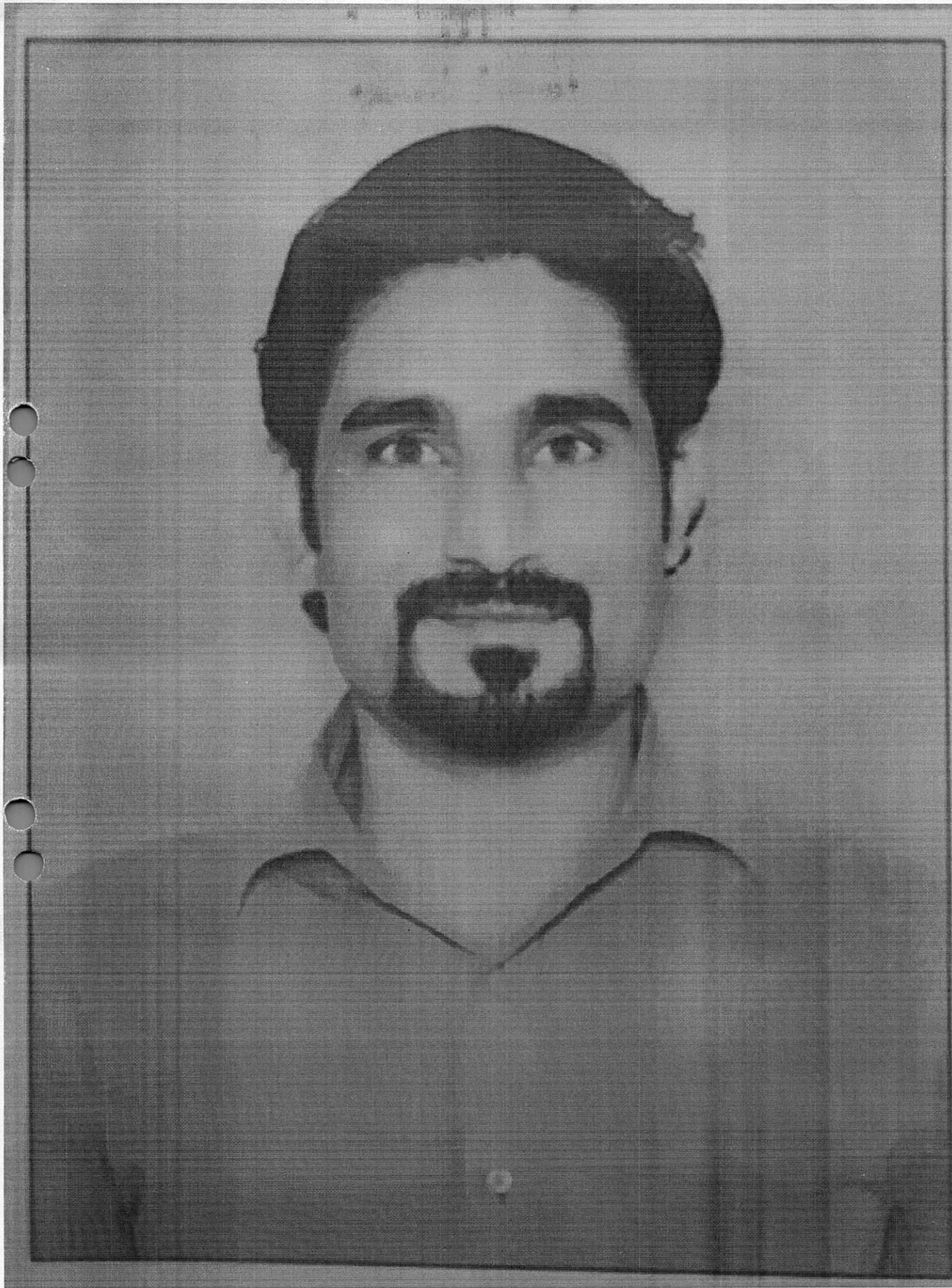
Sr. No.	Salary Head	Per Month (Rs.)	Per Annum (Rs.)
1	Basic	14000	168000
2	House Rent Allowance	7000	84000
3	Conveyance Allowance	4000	48000
4	Other Allowance	5000	60000
5	Canteen Facility	500	6000
7	Workman Compensation Policy	200	2400
8	EPF(Employer) @13.61% of Basic salary	1905	22865
9	ESIC (Employer)	NA	NA
DEDUCTIONS			
1	EPF(Employee)@12% of Basic salary	1680	20160
2	ESIC (Employee)	NA	NA
3	Professional Tax	200	2500
	CTC (Cost to Company)	30725	368800
	IN HAND SALARY	28120	337440

for MSA CONSULTANCY SERVICES


Manager - Human Resources



Name & Signature of the Employee in token of acceptance.....+



Sawan Kiran
Pisc
14-18

सावन किरण पिसे, 2017-18
239 क, 18 वी, 'ए' वॉर्ड (30)
भापटेनगर, कोल्हापूर.
'समुपदेशक'
दि - 14-3-2022


प्रति,
मा. जिल्हा शल्यचिकीत्सक,
जिल्हा रुग्णालय, सिंचुपुर्जा,


विषय - 'समुपदेशक' पदी हजर होत असलेबाबत,
संदर्भ - जा. क्र. सिंजिप / आवि / ल. एच एम. जि. का.
व्य. क. / निमुकती. 18/2/2022 दि - 9/3/22

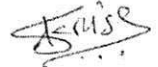
महोदय,

उपरोक्त संदर्भीय विषयानुसार शब्दीय
आरोग्य अभियानांतर्गत केंद्रीय पध्दतीने अकरा (11)
महिने काळावधीसाठी 'समुपदेशक' पदावर ग्रामीण
रुग्णालय, पेडुरकरा येथे माझी निमुकती झालेली
आहे, तरी आज दि-14-3-2022 रोजी या कार्यालया
च्या अस्थापनेवर कार्यालयीन वेळेपूर्वी हजर होत
आहे. तरी हजर करून घेणेस, नम्र विनंती.

सावन किरण
DPC-NCL
हजर करून घेणेस हरकत नाही.


14-03-22


14/3/22

आपसा विश्वास,

(सावन किरण पिसे)

शावन् किरण पिसो,
239 क, 18 बी, 'ए' वॉर्ड
आपटेनगर, कोल्हापूर,
'समुपदेशक'

दि-14-03-2022

श्री. वैदिक शिवाजी शास्त्रिक
ग्रामीण रुग्णालय, पेडुरकट्टा

विषय - 'समुपदेशक' पदी हजर होत आलेलाबत,
संदर्भ - जा. क्र. सि.जि.प/बावि/एन.एच.एम.जि.का.व्य
क./नियुक्ती./18/2/2022 दि-9/3/22

सहोदश

उपरोक्त संदर्भीय विषयानुसार राष्ट्रीय
आरोग्य अभियाना अंतर्गत कंत्राटी पध्दतीने आकरा (II)
सहिते कालावधीसाठी 'समुपदेशक' पदावर ग्रामीण
रुग्णालय, पेडुरकट्टा येथे माझी नियुक्ती झालेली आहे
तरी आज दि. 14-3-2022 रोजी या कार्यालयाच्या
अस्थापने वर कार्यालयीन वेळेपुर्वी हजर होत आहे. स-
हजर करून घेणेस, नम्र विनंती,

Received
Date
14-3-2022

आपला विश्वासू

SPISE

(शावन् किरण पिसो)

जा.क्र.सिजिप/आवि/एनएचएम.जि.का.व्य.क./नियुक्ती.1812/2022
 आरोग्य विभाग, जिल्हा परिषद, सिंधुदुर्ग.
 सिंधुदुर्गनगरी दिनांक :- 09/03/2022

- बाबले :-
- सन 2021-22 या वित्तीय वर्षाचा मंजूर जिल्हा कृती आराखडा
 - पदभरतीची कार्यालयीन मंजूर टिप्पणी दिनांक 12/01/2022
 - मा. आयुक्त आरोग्य सेवा तथा अभियान संचालक, राष्ट्रीय आरोग्य अभियान मुंबई यांचे पत्राचा क्रमांक राआसोम/पदभरती/11682-792 दिनांक 21/05/2020
 - मा. मुख्य कार्यकारी अधिकारी, जि.प.सिंधुदुर्ग यांचे स्वाक्षरीची मंजूर निवड/प्रतिक्षा यादी
 - दिनांक 07/03/2022 रोजी आयोजित कौशल्यचाचणी व समुपदेशन
 - मा. मुख्य कार्यकारी अधिकारी, जि. प. सिंधुदुर्ग यांचे स्वाक्षरीची कार्यालयीन मंजूर टिप्पणी दिनांक 09/03/2022

आदेश

उपरोक्त संदर्भ क्रमांक 1 ते 6 चे संदर्भान्वये राष्ट्रीय आरोग्य अभियानांतर्गत कंत्राटी पध्दतीने 11 महिने कालावधीसाठी आपलेला खाली दर्शविलेल्या पदावर दिलेल्या पदस्थापनेच्या ठिकाणी 7 दिवसांचे आत हजार होणेसाठी खालील अटी व शर्तीस अधिन राहून नियुक्ती देण्यात येत आहे.

अ. क्र.	नियुक्ती देण्यात येणा-या उमेदवाराचे नाव व पता	सामाजिक प्रवर्ग	निवडीचा प्रवर्ग	पदाचे नांव	पदस्थापनेचे ठिकाण	दैन्य एकत्रित मानधन (रु.)
1	श्री. नितेश अर्जुन कदम, राहणार हेवाळे मेढे तालुका दोडामार्ग जिल्हा सिंधुदुर्ग	अनुसुचित जाती	अनुसुचित जाती	औषधनिर्माता	ग्रामीण रुग्णालय, मालवण, आरबीएसके योजना	17000/-
2	श्री. सनीर रशीद तटवी राहणार तापीनगर राममंगल कॉलनी, भुसावळ जिल्हा जळगाव	अनुसुचित जमाती	अनुसुचित जमाती	औषधनिर्माता	जिल्हा रुग्णालय सिंधुदुर्ग, एनव्हीएचसीपी योजना	17000/-
3	श्री. राजाराम महादेव फाळफे, राहणार पत्रकार सदन जळकवेवाडी कणकवली	अनुसुचित जाती	अनुसुचित जाती	प्रयोगशाळा तंत्रज्ञ	जिल्हा रुग्णालय सिंधुदुर्ग, एनव्हीएचसीपी योजना	17000/-
4	श्रीम. अक्षया राजाराम वाळके राहणार सांगवडे घोसाळवाडी कणकवली	इमाव	अराखीव	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, डायलिसिस योजना	20000/-
5	श्रीम. शिल्पा धानु झोरे राहणार सांगेली सावंतवाडी	भज.क	अराखीव	स्टाफ नर्स	उपजिल्हा रुग्णालय सावंतवाडी, डायलिसिस योजना	20000/-
6	श्रीम. प्रेरणा गोविंद देवखकर राहणार तेलीअण्डी कणकवली	अनुसुचित जाती	अनुसुचित जाती	स्टाफ नर्स	उपजिल्हा रुग्णालय कणकवली, सुमन योजना	20000/-
7	श्रीम. सोनली राजय पवार राहणार बांदिवडे मालवण	अनुसुचित जाती	अनुसुचित जाती	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, एनआरसी योजना	20000/-
8	श्रीम. स्नेहा गोविंद जाधव राहणार आरोंदा सावंतवाडी	अनुसुचित जाती	अनुसुचित जाती	स्टाफ नर्स	ग्रामीण रुग्णालय, देवगड एनपीसीडीसीएस योजना	20000/-
9	श्रीम. नुतन नारायण मसगे राहणार भिंगुळी गुडीपुर तालुका कुडाळ	अनुसुचित जमाती	अनुसुचित जमाती	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, एनपीएचसीई योजना	20000/-
10	श्रीम. अर्चना विश्वनाथ खराटे राहणार हवेली नगर, फोंडाघाट, कणकवली	अनुसुचित जमाती	अनुसुचित जमाती	स्टाफ नर्स	ग्रामीण रुग्णालय, देवगड एल 2 योजना	20000/-
11	श्री. गणेश शंकर पवार राहणार तेलगाव-धारूर जिल्हा वीड	विजाअ	विजाअ	स्टाफ नर्स	ग्रामीण रुग्णालय, देवगड डायलिसिस योजना	20000/-
12	श्रीम. प्रियांका अक्षय गोरसावी राहणार.तिवरे वेळणे तालुका कणकवली, जिल्हा सिंधुदुर्ग	भज व	भज व	स्टाफ नर्स	उपजिल्हा रुग्णालय, कणकवली डायलिसिस योजना	20000/-
13	श्री. उमिजीत नामदेव जानकर राहणार भारापूर मंगळवेदा जिल्हा सोलापूर	भज क	भज क	स्टाफ नर्स	उपजिल्हा रुग्णालय, कणकवली एल 2 योजना	20000/-

क्र.	उगोहवाराचे नाव व पत्ता	प्रवर्ग	प्रवर्ग	प्रवर्ग	प्रवर्ग	प्रवर्ग	प्रवर्ग
14	श्रीम. रुपाली राजन बोडेकर राहणार नांदर वाटकरवाडी कुडाळ	भज क	भज क	भज क	भज क	स्टाफ नर्स	उपजिल्हा रुग्णालय, सावंतवाडी एल 2 योजना
15	श्री. अ. दे. अंबादास सरगर राहणार करेवाडी जत जिल्हा सांगली	भज क	भज क	भज क	भज क	स्टाफ नर्स	उपजिल्हा रुग्णालय, कणकवली एल 2 योजना
16	श्रीम. आशा शिवाजी भांगे राहणार तांदळयाची वाडी चाकरवाडी, वीड	भज ड	भज ड	भज ड	भज ड	स्टाफ नर्स	एलएचव्ही प्रा.आ.केंद्र पडेल, नर्सिंग योजना
17	श्रीम. सावी सागर पेडणेकर राहणार वरची कुंभारवाडी कलमठ कणकवली	इमाव	इमाव	इमाव	इमाव	स्टाफ नर्स	प्रा.आ.केंद्र कसात, एनसीडी योजना
18	श्रीम. विभावरी सुरेश नाईक राहणार तेंडोली कुम्भारोस, कुडाळ	इमाव	इमाव	इमाव	इमाव	स्टाफ नर्स	यमिण रुग्णालय कुडाळ, एल 2 योजना
19	श्रीम. पियंका दिलीप चव्हाण राहणार कट्टा कवळेवाडी तालुका मालवण	इमाव	इमाव	इमाव	इमाव	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, एनपीसीडीसीएस योजना
20	श्रीम. प्रगती शरद तुळसाकर राहणार साताडी सावंतवाडी	इमाव	इमाव	इमाव	इमाव	स्टाफ नर्स	उपजिल्हा रुग्णालय सावंतवाडी, एल 2 योजना
21	श्रीम. अक्षता चंद्रकांत मसुरकर राहणार झाराप पाडीवाडी कुडाळ	इमाव	इमाव	इमाव	इमाव	स्टाफ नर्स	यमिण रुग्णालय कुडाळ, एल 2 योजना
22	श्रीम. पल्लवी श्रीकृष्ण झगडे राहणार खारेपाटण रामेश्वरनगर तालुका कणकवली	इमाव	इमाव	इमाव	इमाव	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, एनपीएचसीई योजना
23	श्रीम. अक्षता गणपत सावंत राहणार सवनीसवाडा सावंतवाडी	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, एनपीसीडीसीएस योजना
24	श्री. दर्शन राजेंद्र परब राहणार अण्णाव कुडाळ	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, डायलिसिस योजना
25	श्रीम. तृप्ती शिवाजी मासरणकर राहणार कोनाळकट्टा दोडामार्ग	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	यमिण रुग्णालय दोडामार्ग, एल 2 योजना
26	श्रीम. साधना गजानन राणे राहणार साळगाव धुरीवाडी कुडाळ	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	उपजिल्हा रुग्णालय सावंतवाडी, एल 2 योजना
27	श्रीम. नमता रविंद्र कदम राहणार कुंदे कुडाळ	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, केएमसी योजना
28	श्रीम. प्रमिला प्रताप राजळ राहणार कुडाळे दोडामार्ग	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	यमिण रुग्णालय दोडामार्ग, एल 2 योजना
29	श्री. नितेश नंदु गावडे राहणार माड्याची वाडी, कुडाळ	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, एनआरसी योजना
30	श्रीम. स्मिता परेश पाटील राहणार आनंदव्हाळ कुंभारमाठ मालवण	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	एलएचव्ही प्रा.आ.केंद्र आचरा, नर्सिंग
31	श्रीम. शामल दत्तात्रय दळवी राहणार लळगाव, मालवण	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, एल 2 योजना
32	श्रीम. श्रुती सिध्दार्थ सावंत राहणार चराठा वझरवाडी सावंतवाडी	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	उपजिल्हा रुग्णालय सावंतवाडी, सुमन योजना
33	श्रीम. विनया विश्वनाथ सावंत राहणार कुणकरी सावंतवाडी	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, एल 2 योजना
34	श्रीम. श्रुतुजा रमाकांत गावडे राहणार रानवांदुळी (परबवाडी) कुडाळ	इंडव्युएस	इंडव्युएस	इंडव्युएस	इंडव्युएस	स्टाफ नर्स	जिल्हा रुग्णालय सिंधुदुर्ग, एलएनसीयू योजना

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अ. क्र.	नियुक्ती देण्यात येणा-या उमेरवाराचे नाव व पत्ता	सामाजिक प्रवर्ग	निवडीचा प्रवर्ग	पदाचे नांव	पदस्थापनेचे ठिकाण	देय एकत्रित मानधन (र.)
35	श्री. दिपेश सखाराम सावंत राहणार धुरीटेंचनगर कुडाळ	ईडब्ल्यूएस	ईडब्ल्यूएस	स्टाफ नर्स	ग्रामीण रुग्णालय कुडाळ, एल 2 योजना	20000/-
36	श्री. कानु हनुमंत सावंत राहणार पोखरण कुडाळ	ईडब्ल्यूएस	ईडब्ल्यूएस	स्टाफ नर्स	प्रा.आ.केंद्र फणतगाव, एनसीडी योजना	20000/-
37	श्री. उम्रित विद्वानंद पांचळे राहणार गडहिंग्लज कोल्हापुर	अनुसुचित जाती	अनुसुचित जाती	सायकॉलॉजिस्ट	जिल्हा रुग्णालय सिंधुदुर्ग, एनटीसीपी योजना	30000/-
38	श्रीम. मनिषा बाबा कर्णे राहणार शेनवडी चरकुटे माण जिल्हा सातारा.	इमाव	इमाव	सायकॉलॉजिस्ट	जिल्हा रुग्णालय सिंधुदुर्ग, डीईआयसी योजना	30000/-
39	श्री. नितिन मारोती पांडरे राहणार जामखेड अंबड जालना	भज-क	अराखीव	डायलिसिस तंत्रज्ञ	उपजिल्हा रुग्णालय सावंतवाडी, डायलिसिस	17000/-
40	श्री. राम उदधराव सावळे राहणार कोठाळा घनसावंगी जिल्हा जालना	ईडब्ल्यूएस	ईडब्ल्यूएस	डायलिसिस तंत्रज्ञ	ग्रामीण रुग्णालय देवगड, डायलिसिस	17000/-
41	श्रीम. सोनल दिनेश सावंत राहणार कारंजे कणकवली	ईडब्ल्यूएस	ईडब्ल्यूएस	डायलिसिस तंत्रज्ञ	उपजिल्हा रुग्णालय कणकवली, डायलिसिस	17000/-
42	श्री. रश्मि मारोतराव पांडरे राहणार जामखेड अंबड जालना	भज-क	भज-क	डायलिसिस तंत्रज्ञ	ग्रामीण रुग्णालय देवगड, डायलिसिस	17000/-
43	श्री. सनित सुधीर कुंदप राहणार सुकळवाड ता.मातवण	इमाव	इमाव	डायलिसिस तंत्रज्ञ	जिल्हा रुग्णालय सिंधुदुर्ग, डायलिसिस	17000/-
44	श्री. सखाराम तातोबा वराडकर राहणार बांदा ता.सावंतवाडी	इमाव	इमाव	पर्यवेक्षक	तालुका आरोग्य अधिकारी कार्यालय वैगुर्ले, आरएनटीसीपी योजना	20000/-
45	श्री. निखोल दयाराम कान्हेकर राहणार देवा जि.भंडारा	अनुसुचित जाती	अनुसुचित जाती	समुपदेशक	ग्रामीण रुग्णालय वैभववाडी, एनसीडी योजना	20000/-
46	श्री. सुनिल बुधाजी वानोडे राहणार कळनपुरी दिंगोली	अनुसुचित जमाती	अनुसुचित जमाती	समुपदेशक	जिल्हा रुग्णालय सिंधुदुर्ग, अंधत्व नियंत्रण कार्यक्रम	20000/-
47	श्री. तावत किर्णपिसे राहणार आपटेनगर कोल्हापुर	इमाव	इमाव	समुपदेशक	ग्रामीण रुग्णालय पेंडुर कट्टा, एनसीडी योजना	20000/-
48	श्री. सौरभ उमेश गंगावणे राहणार सिंगुळी गुढीपुर	अराखीव	अराखीव	सीटी स्कॅन तंत्रज्ञ	जिल्हा रुग्णालय सिंधुदुर्ग, आयपीएचएस योजना	17000/-
49	श्री. राजाराम नामदेव पांवार राहणार छिडी व्हरवडे आवळी दुद्रुक राधानगरी ता.कोल्हापुर	अराखीव	अराखीव	शिक्षण प्रशिक्षक	जिल्हा रुग्णालय सिंधुदुर्ग, डीईआयसी योजना	28000/-
50	श्री. सागर सुदान सलमे राहणार उरशिंग कवठे महाकाळ जि.सांगली	बिजा अ	बिजा अ	निम वैद्यकीय कुष्ठरोग कर्मचारी	तालुका आरोग्य अधिकारी कार्यालय मातवण, कुष्ठरोग कार्यक्रम	17000/-
51	श्रीम. माधुरी भास्कर जाधव राहणार औरास दुद्रुक कुडाळ	अराखीव	अराखीव	ईटल सहाय्यक	जिल्हा रुग्णालय सिंधुदुर्ग, एनओएचपी कार्यक्रम	15800/-
52	श्री. सिध्देश सतिश राणे राहणार काळसे ता. मातवण	ईडब्ल्यूएस	ईडब्ल्यूएस	कार्यक्रम समन्वयक (टीबी एचआयव्ही सुपरवायझर) आरएनटीसीपी	जिल्हा क्षयरोग कार्यालय सिंधुदुर्ग, आरएनटीसीपी	20000/-

अ. क्र.	नियुक्तीच्या ठिकाणाचे नाव व पदाचे उमेदवाराचे नाव व पदाचे	प्रथम इमाव	दुसरा इमाव	राहाय्यक आरबीएसके	कक्षा जिल्हा रुग्णालय सिंधुदुर्ग, आरबीएसके योजना	18000/-
53	श्रीम. एकता अमरनाथ वराहकर राहणार पुरीवाडा मातवण	अनुसुचित जाती	अनुसुचित जाती	नर्सिंग प्रशिक्षक	नर्सिंग स्कुल जिल्हा रुग्णालय सिंधुदुर्ग	25000/-
54	श्रीम. रश्मि चंद्रकांत जाधव राहणार भोडदे भोडशी ता.दोडमामंगी	अनुसुचित जाती	अनुसुचित जाती	इंसिटी मॅनेजर	जिल्हा रुग्णालय सिंधुदुर्ग, टॅलिमेडीसीन	17000/-

उमेदवाराने नियुक्तीच्या ठिकाणी हजर होणेपूर्वी रु. 100/- च्या स्टॅम्प पेपरवर विहित करारपत्र करून देणेचे आहे.

- 1) सदरचे करारपत्र हे 11 महिन्यांसाठी ग्राह्य असेल.
- 2) उमेदवाराला नियुक्त केलेले पदासाठी एकात्रित गोबदला उपरोक्त तकत्यात नमुद केलेप्रमाणे असेल. त्यात सर्व भत्याचा समावेश केलेला आहे. अन्य कोणतेही भते अदा केले जाणार नाहीत.
- 3) उमेदवाराची नेमणूक ही करार पध्दतीवर निव्वळ तात्पुरत्या स्वरूपाची राहिल.
- 4) हा प्रकल्प जर काही कारणानी बंद पडला तर उमेदवाराला दिलेली नेमणूक आपोआप संपुष्टात येईल.
- 5) उमेदवारास शासकीय मुदतच्या व्यतिरिक्त एक कॅलेंडर वर्षात ८ नैमित्तिक रजा अनुजेय राहतील व ७ दिवस वैद्यकीय रजा अनुजेय राहतील. त्यासाठी वैद्यकीय प्रमाणपत्र सादर करणे बंधनकारक राहिल. कंत्राटी स्त्री कर्मचा-यांना दोन वाक्यांपर्यंत (दोन मुले जिवंत) 180 दिवस पुर्ण पगारी रजा अनुजेय राहिल. परंतु संबंधित स्त्री कर्मचा-यास रजा उपभोगून कामावर रुजू झालेनंतर पुढील रालग दोन वर्ष सेवा पुर्ण करणे बंधनकारक राहिल. 2 वर्षांपेक्षा कमी बरतावधीत राजीनामा दिल्यास रजा कालावधीतील मानधन वसूल करण्यात येईल.
- 6) उमेदवाराला जर नोकरीचा राजीनामा द्यावयाचा असेल तेव्हा या कार्यालयाकडे एक महिन्यापूर्वी नोटीस द्यावी लागेल. अन्यथा उमेदवारांकडून एक महिन्याचे मानधन जमिन महसुलीची रक्कम म्हणून वसूल केली जाईल.
- 7) उमेदवाराची नेमणूक करार पध्दतीची असल्याने उमेदवारास कोणत्याही न्यायालयात जाता येणार नाही.
- 8) शासन सेवा व शर्ती खाली ही नेमणूक नसल्याने त्या अनुषंगाने मिळणारे निवृत्ती वेतन, विना योजना, भविष्य निवृत्ती निधी अथवा तत्सम कोणत्याही प्रकारांचे लाभ मिळण्यास उमेदवार पात्र राहणार नाही. अथवा ज्या पदावर नेमणूक केली आहे त्या पदावर कंत्राटीमध्ये नमुद केलेल्या मुदतीबाहेर कोणतेही अधिकार राहणार नाहीत.
- 9) शर शासनाने अगर राज्य शासनाने संबंधित पद नामंजूर केल्यास आपली सेवा कोणतीही पूर्व सुचना न देता तात्काळ समाप्त करण्यात येईल.
- 10) योजनानिहाय आढावा घेवून आवश्यकतेनुसार आपल्याला एका योजनेतून दुस-या योजनेसाठी तसेच एका ठिकाणाहून दुस-या ठिकाणी स्थलांतरीत करण्यात येईल.
- 11) उमेदवार कोणत्याही स्तरावर अपात्र असलेचे निदर्शनास आल्यास नियुक्ती संपुष्टात आणणेचा अधिकार खालील त्वक्षरी करणार यांनी राखून ठेवलेला आहे.
- 12) सेवा सुरु असताना खालील स्याक्षरी करणार हे आपली सेवा केव्हाही संपुष्टात आणू शकतील.

(प्रजित नायर, भा.प्र.से.)
अध्यक्ष
सिंधुदुर्ग जिल्हा एकात्मिक आरोग्य व
कु. क. सोसायटी तथा
मुख्य कार्यकारी अधिकारी
जिल्हा परिषद, सिंधुदुर्ग.

सर्व महितीसाठी - संबंधित उमेदवारास हाती पोच घेऊन रवाना
सर्व महितीसाठी व आवश्यक त्या पुढील कार्यवाहीसाठी,
जिल्हा सहाय्यक चिबिदसक, जि.रु. सिंधुदुर्ग
व अधिकार, उजिर व या.रु. संबंधित सर्व.
अति सहाय्यक संचालक कुष्ठरोग, सिंधुदुर्ग.
जिल्हा सहाय्यक अभियंती, सिंधुदुर्ग.
वदविवेक अधिकारी, जिल्हा प्रशिक्षण केंद्र सिंधुदुर्ग.
तात्काळ आरोग्य अधिकारी, तात्काळ संबंधित सर्व.
वैद्यकीय अधिकारी, प्रा.आ.केंद्र संबंधित सर्व.

एक सौ रुपये

रु. 100



सत्यमेव जयते

Rs. 100

ONE HUNDRED RUPEES

भारत INDIA
INDIA NON JUDICIAL

महाराष्ट्र MAHARASHTRA

2020

परवाना क्र. 9406-003

भारतीय न्यायिक

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भारतीय न्यायिक



XP 889916
Ex Office Stamp Vendor
District Treasury Office,
Sindhudurg

4 MAR 2022

**EMPLOYMENT CONTRACT
UNDER NHM SCHEME**

Initially for the periods of 11 months only

Contract between the Civil Surgeon, Sindhudurg and Mrs. Sawan Kiran Pise who is assigned as Counselor At RH Pendurkatta on purely contract basis.

This AGGREMENT is entered between the Civil Surgeon, Sindhudurg Here in after referred to as 'Society'

OF THE FIRST PART
AND

and Mrs. Sawan Kiran Pise R/O. Aptenagar, Tal- Karvir, Dist- Kolhapur

OF THE SECOND PART

WHEREAS agrees to execute the tasks assigned to him / her by the Civil Surgeon, Sindhudurg as per following terms and conditions;

1) **Term of Employment :-**

The Employment of the contractual employee shall initially for the period of Eleven months i.e. 11 months only. His / Her term commencing on 14/03/2022 and ending On 12/02/2022

1) **Conditions of Employment :-**

- A) The temporary contractual employee may mind it well that this project is Funded by Government of India for the specific period. His / Her assignment will automatically come to an end on the expiry of specific period or end of the scheme / activity in which he / she is employed and no notice, notice pay, retrenchment compensation will be payable to him / her by the society.
- B) Since his / her appointment is being made for the specified period he / she Will neither have any right nor a lien on the post held by him / her. Also he / she will not claim regular employment, absorption, regularization. Age relaxation, earned leave, annual increment to condone technical breaks even if there is such a vacancy for the post by him / her. Otherwise if he / she wants to leave the service, he / she can do this serving one month notice or salary of one month if one month notice is not served. No compensation or remuneration of unexpired period of contract will be payable by the society if his / her services are terminated or he / she resign from the services of the society before the specified period of contract.
- C) The temporary contractual employee will not be considered as the employee of the Government of Maharashtra.
- D) His / Her assignment is made on the basis of his / her particulars such as qualification etc. As given in his / her application and in case any Information is given by him / her found false or incorrect his / her appointment will be deemed void and liable to termination without any notice / salary.
- E) He / She will be bound by rules regulations and office orders in force and framed by the society from time to time and same will from part of his / her terms and conditions of employment with the society as and when made effective.
- F) His / Her continuance in service with the society is subject to his / her remaining physically and mentally fit.
- G) His / Her working hours will be generally from 9.45am to 6.15 pm of all working days of every month. This timing can however, be changed as per the requirements of the society.
- H) He / She will be allowed to enjoy public holidays declared from time to time by the government in addition to weekly holidays. He / She will be entitled to get 8 (Eight) days casual leave and 7 (Seven) days medical leave in 11 months of contract. Any other kind of leave is not admissible to him / her during his / her tenure of contract. The leave as provided above will be available proportionately according to his / her appointment.
- I) He / She will discharge his / her duties efficiently to the satisfaction of the Civil Surgeon.
- J) He / She will not initiate any legal proceeding against the Society.
- K) He / She will not be allowed to contest any type of election during contract Period.
- L) His / Her legal heirs will not entitle to make claim on compassionate ground.
- M) He / She shall not be entitled any allowances or benefits not mentioned In the contract State Health Society Guidelines.
- N) He / She shall not be entitled to any preferential claim for regular Appointment under normal process of selection.
- O) His / Her appointment is purely on contract basis and on a consolidated remuneration.

P) The employee will stay at assigned headquarter and not allowed to change the head - quarters without permission of Civil Surgeon, Sindhudurg.

2] **Remuneration :-**

The remuneration of Mrs. Sawan Kiran Pise as Counselor under NPCDCS will be paid of Rs. 20000/- Twenty five Thousand only /- per month all inclusive and no other allowance such as Dearness allowances will be admissible.

3] **Notices :-**

Any notice required by this agreement or give in connection with it, shall be in writing And shall be given to the appropriate party by personal delivery or by certified mail. Postage prepaid or recognized overnight delivery services.

4] **Final Agreement :-**

This agreement terminates and supersedes all prior understandings or agreements on the Subject matter hereof. This agreement may be modified only be a further writing that is duly executed by both parties.

5] **Headings :-**

Headings used in this agreement are provided for convenience only and shall not be used to construe meaning or intent.

6] **Modification :-**

Any modification of this agreement or additional obligation assumed by either party in connection with this agreement shall be binding only if evidenced in writing signed by each party or an authorized representative of each party.

7] **Confidentiality :-**

The Contractual Employee should acknowledges that, in the course of performing and fulfilling his / her duties hereunder, he / she may have access to and be entrusted with confidential information concerning the present and contemplated financial status and activities of the Society, the disclosure of any of which confidential information to competitors of the Society would be highly detrimental to the interest of the Society. The Contractual Employee further acknowledges and agrees that the right to maintain the confidentiality of such information constitutes a proprietary right which the Society is entitled to the protect. According, The Contractual Employee covenants and agrees with the Society that he will not, during the continuance of this Agreement, disclose any of such confidential information to any person, firm, corporation, offices or nor shall he / she use same.

8] **Termination :-**


This employment contract may be terminated by :-

- A) Mutual agreement of the Parties.
- B) Disabilities of the contractual employee. If Contractual employee permanently disabled or is otherwise unable to perform his / her duties because of sickness, accident, injury, or mental Incapacity, the Society shall have the option to terminate this agreement with no obligation to pay remuneration.
- C) Discharge for cause. In the event of Contractual Employee commits a material breach of the obligation conditions (A to P) and duties of Contractual Employee under this agreement or commits any acts designated as conduct violation or for just cause shall be considered cause for immediate dismissal. Society may terminate this agreement, during its term, only for 'cause' which for purpose herein. Shall mean Contractual Employee (i) material and continuing failure to perform his / her essential duties hereunder, including but not limited to failure to work fulltime on the administration of the Society for reason other than disability; or (ii) dishonesty; or (iii) gross misconduct or gross dereliction of duty; or (iv) fraud, misrepresentation or other act of moral turpitude or criminal conduct; or (v) material breach of any term

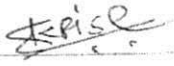
of this Agreement; or (vi) Any irregularity in the attendance, remains absent for a period of 3 months or more without sanctioned leave or absence beyond the sanctioned leave, then his / her services will stand terminated automatically.

If the above terms and conditions are acceptable to you, please sign the accompanied office copy in token and acceptance and return the same for office record.

Place :- _____
Date :- _____


Civil Surgeon,
Sindhudurg.

I accept the terms and conditions mentioned in the letter.


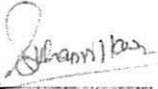
Signature 

Name :- Mrs. Sawan Kiran Pise

Address :- R/O. Aptenagar, Tal- Karvir,

Dist- Kolhapur

Signature, name and address of Two Witness :-

	Name	Post	Signature	Address
1)	Mr./Mrs. <u>Sunil Vante</u>	<u>counselor</u>		<u>oros</u>
2)	Mr./Mrs. <u>Santosh G. Jhanvilkar</u>	<u>dental hygienist</u>		<u>0009</u>



जिल्ह्याची महिला ग्रामिण शिक्षण सहसंयोजक कार्यलय संस्था,
सावित्री लोकसंचलित साधन केंद्र, अंकलखोप.

गोंदवी प्रमाणक : महाराष्ट्र / ४६२ / १९ सांगली.
हुतात्म्या सावित्री हायस्कूल जवळ, गोपालराव दुग्ध उत्पादक पुरवठा सहकारी संस्था, अंकलखोप, ता. पलूस, जि. सांगली

जावक क्र.: **आविम / सावित्री / २०१७-१८ / १२**

दिनांक : 13/3/2020

नियुक्ती पत्र

श्री. **अनि बाळाराम साखरे**
मु.पो. कागणी ता. काळवा
जि. सांगली

महिला आर्थिक विकास महामंडळ जिल्हा कार्यालय सांगली स्थापित सावित्री लोकसंचलित साधन केंद्र आपला ता. काळवा तर्फे राबविण्यात येणा-या NULM योजने अंतर्गत आपली नियुक्ती पत्र क्र. **आविम/सावित्री/२०१७-१८/१२** दि. १३/०३/२०२० नुसार कार्यालयान्तर्ध्ये NULM क्षेत्रीय समन्वयक पदावर भरार करणार नियुक्ती करण्यात येत आहे. आपला नियुक्ती अर्जा गटिण्याच्या वेळार आपली भरार करिता उभेले. या करार कालावधीत आपले प्रतिमहा एकत्रित मानधन रु.१०,०००/- फक्त (एवढा) इतके रेटील दि. १३/०३/२०२० पासून आपण सावित्री लोकसंचलित साधन केंद्र आपला ता.काळवा जि.सांगली या कार्यालयात रुजू होऊन आपला रुजू अहवाल अर्दार करावा न्हणजे आपला नियुक्ती हीस तयार करणार श्याच्या स्टप वेचरवर करण्यात येईल

कार्यालयाचा पत्ता
सावित्री लोकसंचलित साधन केंद्र,
२ रा मजला सुधीरय इमारत दत्त मंदिर शेजारी,
अ. ऑईडर गावा आष्टा

आपला विश्वासू

(Signature)
अध्यक्ष/सचिव/व्यवस्थापक
सावित्री लोकसंचलित साधन केंद्र;
अंकलखोप, ता. पलूस, जि. सांगली

Tejas Kamble
HRED.

32

2017-18

Decimal Foundation
changing values

Office Address: #40 Ground Floor, Kalyandis Udyog Bhavan, Opp. Century Bazar, Prabhadevi, Mumbai 400025

15/04/2019

Mr. Tejash S. Kamble
Mumbai

Dear Mr. Tejash Kamble,

Appointment Letter

With reference to your application and subsequent interview with us, we are pleased to appoint you as "Program Assistant" in our organization. Your joining date shall be May 10, 2019 and the details of roles and responsibilities shall be provided. However, the Organization reserves the right to change the roles from time to time depending on the priorities of the Organization.

Your total emoluments will be Rs18000/- (eighteen thousand) per month.

You will be under probation for a period of 3 (three) months from the date of joining. Based on your performance your services will be confirmed with the Organization in written after three months.

You will be required to comply with all such rules and regulations as the Organization may frame from time to time.

Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Organization's policies, Organization's patterns & Trade Mark and Organization's Human assets profile.

If at any time in our opinion, which is final in this matter you are found a non-performer or guilty of fraud, dishonest, disloyalty, discreditable behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us detrimental to our interest or of violation of any 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 Organization shall be entitled to recover the damages from you.

You will not (except in the normal course of the organization's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Organization's products or to any matter with which the Organization may be concerned, unless you have previously applied to and obtained the written permission from the Organization.

You will not accept any presents, commission or any sort of gratification in cash or kind from any person, party or firm or Organization having dealings with the Organization and if you are offered any, you should immediately report the same to the Management.

You will not engage yourself in any work or profession paid or unpaid.

The notice period for leaving/terminating services shall be two months on either side. In case if you happen to be on leave during the notice period, it will be extended by the number of days of your absence.

3

THE BREAKFAST REVOLUTION

Permanent Address: #22 Second Floor, VasuSha Spa, Opp. Century Bazar, Prabhadevi, Mumbai - 400025
Contact: 022-24223110 | 9820012240 | 9821812161
Email: tejas@decimalfoundation.org | tejas@decimal.org

Scanned by CamScanner

Presently the place of work will be in Mumbai and at all our project sites, but during the course of the services, you will be liable to be posted / transferred anywhere (any branches of the Organization or its group) to serve any of the Organization's projects or any other establishment in India or outside, at the sole discretion of the Management.

You will not utilize or disclose to any person or persons or competitors any data in any form, passwords, trade practices or know-how of the Organization, if you found to be engaged in any activities which in the opinion of the management will be detrimental to the interests / policies of the Organization the management will be at liberty to terminate your services without further notice.

This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

You will be eligible to the benefits of the Organization's Leave Rules on your confirmation in the Organization's Service.


During the period of your employment with the Organization, you will devote full time to the work of the Organization. Further, you will not take up any other employment or appointment or any office, honorarium or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Organization.

You will be responsible for safekeeping and return in good condition and order of all Organization property, which may be in your use, custody or charge.
Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

We welcome you to "THE BREAKFAST REVOLUTION" family and look forward to a long and fruitful association for mutual benefit. We wish you the very best and all success.

With the best wishes,
FOR DECIMAL FOUNDATION
Nehal Jethmalani
Co-founder

Trustee

Offer acceptance

Tejas S. Kamble

10/05/2019
Date

Scanned by CamScanner

2017-18 Budget 33



Ref No SMS/DCL/KOP/05 /22

Date

LETTER OF APPOINTMENT

To

Mr Atul Ramesh Chougale
A/P Titave Tal-Radhnagar
Kolhapur.

Subject: A Letter of Appointment as Counsellor


As per the receipt of your application dated on 01/04/2022 and the interview followed by, you are appointed - with effect from 02/04/2022, as the CHILDLINE Counsellor of Child Line Kolhapur project which deals with the 0-18 years old children purely on contract. Your total salary will be 8000 (eight thousand only). All legal applicable deductions will be made from the salary.

Your duty time will be of 24 hours. During your tenure you will have 1 weekly off, 12 sick leaves and 10 casual leaves. Sick leaves should be supported by medical certificate from the registered medical practitioner. You shall not take more than 2 casual leaves continuously. Leave letter should be submitted prior to the leave. This contract can be terminated by giving one month's notice by either of the sides.

The management of Child Line Kolhapur project is by Sangli Mission Society which deserves all the right to terminate your services at any time, if your performance and the service are not satisfactory, professional and serving the target population besides you being loyal to the organization and generously committed to the cause for which Child Line works. You are not permitted to take leave on reporting days and last 3 working days of every month (medical emergency is exempted). Your participation in weekly meeting is must. As an employee of Sangli Mission Society you are bound by the HR policies, Nondisclosure policy of CIF (disclosing Child line data without the permission will invite legal procedure under IT act 2008), Child Protection Policies, Gender Policy and going against these will cause either the loss of job or court actions.

If you agree to the above terms and conditions, kindly sign the duplicate of this document (along with Declaration and Job Description / Roles and Responsibilities) and return it to the administrative office.

Sincerely,


Pravin K G
Director, Childline Kolhapur

Received
Atul

A 24 hours nation-wide free phone out reach emergency help line for children in need of care and protection. Project supported by the Union Ministry for Women and Child Development in partnership with State Government, NGOs, International NGOs & Corporate Sector



CHILDLINE KOLHAPUR

Collaborative Organization
SANGLI MISSION SOCIETY

Soc. Registration Act 1960 - 3863, BPT Act 1950 - F/3827

Sant Thoma Bhavan, Ramamala, Near Head Post Office, Kolhapur - 416 003 ☎ (0231) 2680309, 2680310
E-mail : smschildlinekop@gmail.com, Website : www.childlineindia.org.in

2017-18
शु सुपेया कोले

आदेश

उपरोक्त संदर्भातील अ.क्र.१ अन्वये खाली स्वाक्षरी करणार यांना प्रदान केलेल्या शक्तीचा वापर करून संदर्भातील अ.क्र.२ ते ९ मधील शासन निर्णयातील तरतुदीनुसार निवड सूचीतील खाली नमूद केलेले उमेदवार यांची रुपये ६०००/- इतक्या प्रतिमाह निश्चित वेतनावर कुठि मोठ्या प्रमाणात प्रयत्न घेऊन कोल्हापूर जिल्ह्याच्या उमेदवारी सूचीत प्रथमतः एका वर्षासाठी तात्पुरती स्थानापन्न नवनियुक्ती देण्यात येऊन त्यांना त्यांच्या नांवासमोर दर्शविलेल्या कार्यालयाच्या अधिनस्त पदस्थापित करण्यात येत आहे.

अ.क्र.	उमेदवाराचे संपूर्ण नांव	नियुक्तीचा प्रवर्ग	पदस्थापित केलेले			शेरे
			कार्यालय	मंडल	मुख्यालय	
१	श्रीमती सुप्रिया विठ्ठल कोले	इतर मागास वर्ग (महिला)	ता.कृ.अ. चंदगड, जि. कोल्हापूर	चंदगड	कान्हूर (खुर्द)	

उपरोक्त आदेशाची तात्काळ अंमलबजावणी करण्यात यावी.

कोल्हापूर-
दिनांक:- 1१०/२०२०

(दशरथ तांभाळे)
विभागीय कृषि सह संचालक,
कोल्हापूर विभाग, कोल्हापूर.

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- (31) साकारमेवंप्रमाणे विस्तारित त्वांची अंमलपत्र कॅम्पेडी बसले करावात येईल
- (32) त्वांनी विद्युत्की केलेल्या पत्रावर 30 दिवसाचे आत हजर करावे व तसे न झाल्यात त्वांची कृषि सेवाक परावर्तित विद्युत्की ही आयोगावर रद्द होईल/ रद्द केली जाईल.
- (33) या विधानातील कर्मचा-याकरिता शासनाचे वेळोवेळी जे नियम केलेले आहेत किंवा त्या विधानाच्या अनुषंगाने शासन वेळोवेळी जे बदल करील ते सर्व नियम वरून कोणत्या कर्मचा-यावर बंधनकारक राहिले. या विधानाची माहिती फक्त घेण्याचे उद्देशानेच असेल कर्मचा-यावर असेल.
- (34) कृषि विभागाच्या कॅम्पेडी येथील तिला पॉवरकॅम्पेडी व इत्यादींवर त्यांना सेवा संबंधित तिका पॉवरकॅम्पेडी वॉर करण्यात त्यांची हाकत राखणार नाही या अटी व शर्तीवर सर उमेदवारांना शासकीय सेवेत कृषि सेवाक परावर नेमणूक देण्यात येईल.
- (35) कृषि सेवाकांम विरुद्ध त्वांनी प्रतिकाराने उद्विक्त राहणे व त्यांवर कोणत्या काळा-या परीक्षेत उतीर्ण होणे तसेच होणे वरील कायद्यांप्रमाणे सब सहाय्ये सहा परीक्षा उतीर्ण होणे बंधनकारक राहिले. जर त्यांनी ही परीक्षा उतीर्ण केली नाही तर त्यांच्या सेवा बळगतीची वाडपुत्रा मंजूर पुढील वर्षासाठी पुनर्विद्युत्की देण्यात येईल. त्यानंतरच त्यांचे नियमित विद्युत्की बळगति विचार करण्यात येईल.
- (36) महाराष्ट्र शासन, सामान्य प्रशासन विभाग, पॉवरकॅम्पेडी कर्मचा-यांकरिता-2000/2001 क्र. 10/2000/127/ दि. 1 जुलै, 2004 मुदत पुढील मर्यादा देण्यात आलेल्या बंधनकारक राहिले.
- (37) विद्युत्की प्रतिकारक कामकाजावर पॅन्डिंग पत्ती/पॉती हात असलेल्या पुरुष/स्त्री उमेदवारी विवाह करावा येणार नाही.
- (38) उमेदवारांना मात्र व इतरिथ वर विधानाचे परिशिष्ट (प्रथम एक, दोन, तीन) रानु इत्याद्याच्या दिनांकापासून होत राहिल्याचे अत सर करण झाले.
- (39) सामानिकरणा बाबत तसेच पुढीलकाळात शासना सर करणे लागेल.
- (40) शासकीय सेवेसंबंधीच्या कोणत्याही काहीच्या संबंधात कोणत्याही राजकीय किंवा इतर बाबत दबाव आणल्यात सर बाब हो गेलात समजल्यात येईल. ही बाब विद्युत्कीच्या सेवे विधानात घेण्यात येईल.
- (41) सामानिक आणि वैयक्तिक माग (प्रतिवेळी) वरील आराखडानुसार निवड झालेल्या कृषि सेवाकांम राष्ट्रीय कॅम्पेडी शासन नियम क्र. वेळोवेळी-2012/2013 क्र. 4/16-ब. दिनांक 4 जुलै 2014 मधील अ.क्र. 4 अनुसर मा. उध. न्यायालय, मुंबई यांनी जर्जिल याचिका क्र. 104/2012 व इतर संलग्न याचिका मध्ये दिनांक 20/06/2014 रोजी दिलेल्या निर्णयाच्या विरोधात मा. सर्वोच्च न्यायालयात विरोध अनुमती याचिका दाखल झाल्यात त्यानंतर शासनाच्या अर्थीन राजू सर अर्दिन निर्गमित करण्यात येत आहेत.
- (42) सर अटी व शर्तीत बदल झाल्यात : त्या वेळच्या प्रसंगानुसार आगमंत त्या लागू राहतील.

कोकण
दि. 10/10/2020

(Signature)
विभागीय सह-संचालक
कोकण विभाग कोल्हापूर

2017-18



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SINTERCOM

January 07, 2020

Mr. Amit Hardikar
Emp. Code: - 00631

LETTER OF CONFIRMATION

Dear Mr. Amit,

It is pleasure for the management to inform you that, your employment with Sintercom India Ltd. has been confirmed with effect from 10th November 2019.


Your performance and attitude has been supportive and met our company requirements. Your professionalism has greatly enhanced the effectiveness of the office and it has been a pleasure working with you thus far.

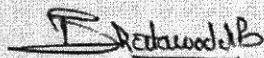
Again, let me thank you for your efforts to date and I wish you the best in your career with Sintercom India Ltd. and appreciate your continued support.

Please note that the other terms and conditions of the appointment letter remain the same.

Thanking You,

For, Sintercom India Ltd.


Sachin Joshi
Head HR & IR


Pankaj Bhatawadekar
Chief Financial Officer

SINTERCOM India Limited
(Formerly Sintercom India Pvt. Ltd.)
CIN.: L29299PN2007PLC129627

Registered Office :
Gat No. 127, At Post Mangrul, Tal.- Maval,
(Talegaon Dabhade), Pune- 410507, India.
Tel.: 0211 466 1200 | Fax: 0211 466 1202
info@sintercom.co.in | www.sintercom.co.in

राष्ट्रीय आरोग्य अधिवाहन

जिल्हा एकत्रित आरोग्य व कुटुंब कल्याण सेवायुक्ती रत्नागिरी

रवि. नं. मणालय/१९१६/रत्नागिरी, दि.२७/११/२०२२

पत्ता - आरोग्य विभाग, जिल्हा परिषद, रत्नागिरी
 फोन नं. - ०२१५२ - २२१४०३ / २२१४१६
 फॅक्स नं. - ०२१५२ - २२१४०३

ना.क्र. - रविम/आवि/मन.प्र.प.प./२३४१२०२२
 आरोग्य विभाग, जिल्हा परिषद, रत्नागिरी.
 दिनांक **21 MAR/2022.**

विषय - जिल्हा रुग्णालय रत्नागिरी व अधिपत्याखालील आरोग्य संस्था स्थावर्यत्व कर्मचारी विरुद्ध संवर्गातील अधिकाारी व कर्मचारी यांच्या पुनर्नियुक्तीबाबत.....

संदर्भ - १) जिल्हास्तरीय व तालुकास्तरीय प्राप्त कर्मचारी पुनर्नियुक्ती प्रस्ताव
 २) मा.सहसंचालक (अलायन), राष्ट्रीय आरोग्य अधिवाहन, मुंबई यांचे पत्र क्र. राआसी/आस्था/कर्म/पुनर्नियुक्ती/०७ १२२-२९७/२०२२ दि.०१/११/२०२२
 ३) या कार्यलयानी मंजूर दिनांक. /०३/२०२२

उपरोक्त संदर्भिय विषयान्वये जिल्हा रुग्णालय रत्नागिरी व अधिपत्याखालील आरोग्य संस्था स्थावर्यत्व कर्मचारी विरुद्ध संवर्गातील अधिकाारी व कर्मचारी यांचा पुनर्नियुक्ती देणेबाबतचा प्रस्ताव संदर्भ क्र.१ नुसार प्राप्त झाला आहे. त्यानुसार आपणास खालील तक्त्यातील स्तंभ क्र ६ मध्ये नमुद रोजीचा सेवाखंड देवून स्तंभ क्र. ७ मध्ये नमुद कालावधीसाठी स्तंभ क्र. ९ मधील मान्यतावर पुनर्नियुक्ती देण्यात येत आहे.

क्र.	कर्मचारी कर्मचारीचे नाव	पदाचे नाव	आरोग्य संस्था	कर्तव्याचे नाव	सेवा खंड सलगपदी	पुनर्नियुक्तीचा नाव	सुसंयोज्य श्रेणी	देव्य मान्यता (रु.)
१	श्रीम. रमेश रविंद्र शिंदे	GMM/SN (STAFF NURSE)	RH	श्री.रु. देवदास	08/11/2021	09/11/2021 to 08/10/2022	Good	21000
२	श्रीम. किरणल युषाकर साळके	NPCC OEO Cum Accountant	NCD	रत्नागिरी	08/11/2021	09/11/2021 to 08/10/2022	Excellent	19458
३	श्री. गणेश शिवाजी विचारे	Pharmacist	RBSK	डॉ.वि.रु. कायरी	04/01/2022	05/01/2022 to 04/12/2022	Excellent	18743
४	श्रीम.भामा पं.प.	GMM/SN (STAFF NURSE)	NCD	श्री.रु. पाती	04/02/2022	08/02/2022 to 07/01/2023	Excellent	21000
५	श्रीम.तनुजा प्रकाश मंगारिक	STAFF NURSE	RH	श्री.रु. तानापुर	04/02/2022	08/02/2022 to 07/01/2023	Excellent	20000
६	श्रीम.संजिवा दयन्या पावती	STAFF NURSE	RH	श्री.रु. राधाकर	04/02/2022	08/02/2022 to 07/01/2023	Excellent	21000
७	श्रीम.निकिता प्रताप नागराजोळे	STAFF NURSE Dialysis	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	21000

क्र.	कर्मचारी कर्मचारीचे नाव	पदाचे नाव	आरोग्य संस्था	कर्तव्याचे नाव	सेवा खंड सलगपदी	पुनर्नियुक्तीचा नाव	सुसंयोज्य श्रेणी	देव्य मान्यता (रु.)
१	श्रीम.विद्या जाधव कोळकर	STAFF NURSE Dialysis	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	21000
२	श्रीम.सुप्रिया शेलार	STAFF NURSE	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	20830
३	श्रीम.सुप्रिया राजकुमार मंगरकर	GMM/SN (STAFF NURSE)	NCD	श्री.रु. लोना	04/02/2022	08/02/2022 to 07/01/2023	Excellent	21000
४	श्रीम.विजया सुबोध कांबळे	STAFF NURSE	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	20830
५	श्रीम.निकिता पुनारे	GMM (STAFF NURSE)	SDH	डॉ.वि.रु. कांबोली	04/02/2022	08/02/2022 to 07/01/2023	Excellent	21000
६	श्रीम.सबा इकबाल खान	DEIC Social worker	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	29400
७	श्रीम.निकिता अविनाश वासरे	DEIC Psychologist	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	31500
८	डॉ.बर्का विलास शिवाकर	STAFF NURSE Dialysis	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	21000
९	श्रीम.आरती विखास कदम	RBSK DPS	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	21000
१०	श्री.संजिव गोपाळराव कश्ये	Social Worker	NCD	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	29400
११	श्री.अमित अशिल बागोरकर	PHYSIOTHER EPST	SDH	डॉ.वि.रु. कश्ये	04/02/2022	08/02/2022 to 07/01/2023	Excellent	27833
१२	डॉ.उत्तमराव यशवंत	Medical officer	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	60000
१३	श्री.सागर संतोष लिंगायत	DIALYSIS TECHNICIAN	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	17850
१४	डॉ.रमेश संजिव सोकर	Psychiatrist	NCD	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	75000
१५	श्रीम.निकिता याशिकर नाचकर	Ophthalmic Assistant	NPCC/ NCD	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	17850
१६	श्री.सागर श्रीराम कश्ये	Blood Bank Technician	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	17850
१७	श्रीम.पुजा सुभाष कांबोळकर	Telemedicine e-Facility Manager	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	17850
१८	श्रीम.जिजा अकशा पावता	Counselor	NCD	डॉ.वि.रु. पाती	04/02/2022	08/02/2022 to 07/01/2023	Excellent	21000
१९	डॉ.श्रीजय मोहिते	AYUSH MEDICAL OFFICER	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	29400
२०	डॉ.श्रीजय अशिकर फडके	NEURO SURGEON	CIVIL	श्री.रु. रत्नागिरी	04/02/2022	08/02/2022 to 07/01/2023	Excellent	125000
२१	डॉ.पुजा वसंत धारवा	Medical Officer	RBSK	श्री.रु. पुनारे	04/02/2022	08/02/2022 to 07/01/2023	Excellent	29400

2011-18

2017-18

अ. क्र.	संन्यायी कर्मचाऱ्याचे नाव	पदाचे नाव	आरोग्य संस्था	कार्यालयाचे नाव	सेवा खंड बदलावधी	पुनर्नियुक्तीचा कालावधी	मुल्यांकन श्रेणी	सेवा मानधन (रु.)
६३	डॉ. किर्ती कैस्तुम जोशी	Medical Officer	RBSK	उ. जि. रु. कर्मचे	07/03/2022	08/03/2022 to 07/02/2023	Excellent	28000
६४	श्रीम. डॉ. शामल पंकज पाटील	Medical Officer	RBSK	श्री. रु. लांजा	07/03/2022	08/03/2022 to 07/02/2023	Excellent	28000
६५	श्रीम. डॉ. गितांजली हुंबीरराव करे	Medical Officer	RBSK	श्री. रु. गुहागर	07/03/2022	08/03/2022 to 07/02/2023	Excellent	28000
६६	श्री. डॉ. सुवेध सिध्दार्थ जाधव	Medical Officer	RBSK	श्री. रु. गुहागर	07/03/2022	08/03/2022 to 07/02/2023	Excellent	28000
६७	श्री. विशाल किसन मोरे	Pharmacist	RBSK	श्री. रु. मंडपगड	07/03/2022	08/03/2022 to 07/02/2023	Excellent	17000
६८	श्री. सौरभ शहाजी विचारे	Pharmacist	RBSK	उ. जि. रु. दापोली	07/03/2022	08/03/2022 to 07/02/2023	Excellent	17000
६९	श्रीम. दिग्विजय दत्तात्रय यादव	Pharmacist	RBSK	उ. जि. रु. कळंबणी	07/03/2022	08/03/2022 to 07/02/2023	Excellent	17000
७०	श्री. सुहास अप्पा जांभळे	Pharmacist	RBSK	श्री. रु. गुहागर	07/03/2022	08/03/2022 to 07/02/2023	Excellent	17000
७१	डॉ. जान्हवी वामन वरवंळे	Medical Officer	RH	श्री. रु. देवरुख	07/03/2022	08/03/2022 to 07/02/2023	Excellent	28000

संन्यायी क्र. १ मध्ये नमुद मानधन हे मागील कालावधीचे मानधन असून मानधनवाढीचे परिपत्रक निर्गमित झाल्यानंतर परिपत्रकातील अटी व शर्तीनुसार उपरोक्त अधिकारी व कर्मचारी यांना मानधनवाढ देय राहिल. परंतु श्रीम. स्नेहल रविंद्र सिंदे स्टाफ नर्स, श्री रु देवरुख यांचा मुल्यांकन अहवाल Good असल्या कारणाने त्यांना पाच टक्के मानधनवाढ अनुज्ञेय राहणार नाही.

उपरोक्त संन्यायी क्र. ७ मध्ये नमुद ११ महिन्यांच्या कालावधीची पुनर्नियुक्ती प्रकल्प अंमलबजावणी आराखडा २०२१-२२ च्या मंजूरीच्या अधीन राहून देण्यात येत आहे. केंद्र शासनाने सन २०२२-२३ करीता कोणत्याही पदास मान्यता दिली नाही तर अपयश भविष्यात इतर कोणतीही अपवादालात्मक परिस्थिती उद्भवल्यास सदर पदावरील कर्मचाऱ्यांची सेवा कोणतीही पुर्वसूचना वा कोणतेही कारण न देता तात्काळ संपुष्टात आणली जाईल. याची संवधितांनी नोंद घ्यावी.

मुख्य कार्यकारी अधिकारी
जिल्हा परिषद रत्नागिरी.

प्रति,

संबंधित अधिकारी व कर्मचारी.

प्रत माहिती करीता सविनय सादर -

- १) मा. आयुक्त आरोग्य सेवा तथा अभियान संचालक राजाज मुंबई
- २) मा. सहसंचालक (अतांत्रिक) राष्ट्रीय आरोग्य अभियान मुंबई
- ३) मा. उपसंचालक आरोग्य सेवा कोल्हापूर मंडळ कोल्हापूर
- ४) जिल्हा शल्यचिकित्सक रत्नागिरी यांना माहितीकरीता
- ५) जिल्हा आरोग्य अधिकारी जिल्हा परिषद रत्नागिरी यांना माहितीकरीता
- ६) वैद्यकीय अधिकक उपजिल्हा व ग्रामिण रुग्णालये संबंधित यांना माहितीकरीता
- ७) जिल्हा कार्यक्रम/लेखा व्यवस्थापक जि. प. रत्नागिरी यांना माहिती व कार्यवाहीकरीता
- ८) विभाग प्रमुख/कार्यक्रम प्रमुख संबंधित यांना माहिती व कार्यवाहीकरीता