



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

RE: CV of my student

2 messages

DECPL <sanjay.j@deccanenviro.net>

Mon, May 13, 2019 at 1:56 PM

To: "Er. Dhananjay S Mali" <malids@siberindia.edu.in>, drsdkadam@siberindia.edu.in

Cc: amod.g@deccanenviro.net, rajanish.a@deccanenviro.net

Good Afternoon Sirs.

We are thankful for the kind courtesy extended during our visit on 10th May' 19 at your Esteemed Institute.

We were pleased to conduct the CAMPUS INTERVIEW and had a good interaction with your students.

As per our requirement and the interviews conducted, we have shortlisted following students:

A.	SALES EXECUTIVE (TRAINEE)
1.	Mr. Mukesh Kore
2.	Mr. Kishor Chougule
B.	PROJECT EXECUTIVE (TRAINEE)
1.	Mr. Vihar Kamble
2.	Mr. Abhishek Desai
3.	Ms. Rohita Shetage
4.	Ms. Sonali Mote
C.	COMMISSIONING EXECUTIVE (TRAINEE)

1.	Mr. Swapnil Kait
2.	Mr. Akshay Chormare
3.	Ms. Aparna Kadam

Our Gross (CTC) package offered will be Rs. 1,80,000/- per annum and the trainee has to sign the contract agreement to serve our organization for 2 years which includes six month training + six month probation + 1 year service (minimum).

We now request you to please discuss with your students and let us know when we can conduct the PERSONAL INTERVIEW in our Pune office. Your response is solicited within one week else we will have to source the students from other institute.

Trust this is inline and look forward for your feedback at the earliest.

Warm Regards,

Sanjay Javanjal

From: Er. Dhananjay S Mali [mailto:malids@siberindia.edu.in]

Sent: 03 May 2019 16:41

To: DECPL <sanjay.j@deccanenviro.net>

Subject: CV of my student

Please find attached here with CV of my student

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

Draft To: DECPL <sanjay.j@deccanenviro.net>

Fri, May 17, 2019 at 6:31 PM

Sir, First of all I am very much thankful for shortlisting our students in your reputed organization. The shortlisted students are visiting your organization tomorrow Saturday 18/5/2019 around 11.30am. Some shortlisted students joined in some other companies so in their space I have added some best and needy students. Pl. accept them. Once again thanks for +ve cooperation .

[Quoted text hidden]

Date: 29-Jun-2019
Ref No: 828595

Chande Vinayak Dhondiram
A/P 12, Somwarpeth, Tal-kagal, Dist
416012

LETTER OF APPOINTMENT

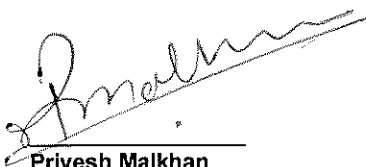
Dear **Chande Vinayak**,

This letter marks an important event in the life of our Bank and indeed for you. We value this letter as a symbol of a new relationship, one that is based on simplicity, prudence and humility.

When you sign this letter, you would have agreed to uphold our heritage and be a part of the Kotak family. You promise to value our values and be one of us

- Down to Earth & Approachable : We are simple, straight forward, realistic, unpretentious and always accessible to our stakeholders
- Mutual Respect, Trust and Transparency : We nurture an environment which is transparent in dealings, value the contribution of every individual and respect basic human dignity in all interactions
- Passion to Achieve : We are committed to focus on results with undying enthusiasm and energy
- Entrepreneurial Approach : We generate and encourage creative ideas, applying sound commercial acumen. We have an innovative approach to problem solving and do not shy away from going beyond the conventional
- Ethical with Governance Mindset : We are committed to conducting ethical business maximizing shareholder values on a sustainable basis, while ensuring fairness to all stakeholders including customers, team members, investors, business partners, Government and society at large.

When you sign this letter, you would have embarked on our quest to make modern history!



Priyesh Malkhan
Senior Manager

Chande Vinayak Dhondiram

Page 1

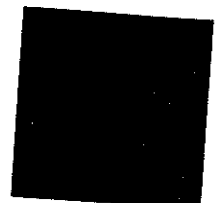
Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infinity, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

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

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/ **1212491**



Date: 29-Jun-2019
Ref No:828595

Chande Vinayak Dhondiram
A/P 12, Somwarpeth, Tal-kagal, Dist
416012

We have pleasure in appointing you as **Assistant Manager** in the Grade **M1** with effect from **15-Jul-2019**, or from your date of reporting to work, whichever is earlier, provided that this letter of appointment shall cease to have effect if you do not report to work by **15-Jul-2019**.

Position, Location and Remuneration

1. The details of your remuneration are enumerated in Annexure A, is enclosed. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of **Kotak Mahindra Bank Limited** ('Bank').
2. You will initially be posted at our office at **Kotak Mahindra Bank Ltd, Shp No.B4,B5,B6,B7 & B8,Gr Flr, Royal Prestige,Sykes Extn,City Survey, Kolhapur 416001**, but you will be liable to be posted or deputed at any other office/ branch of the Bank or any of its associate companies or any of its clients and your services are liable to be transferred to any subsidiary or associate or affiliate company including overseas.

Probation

3. Your appointment is subject to a probation period of **9 Months**, where after subject to your performance and conduct being satisfactory, your probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated by giving **1 Month** notice during the initial or extended period of probation.

Other conditions

4. Your appointment is subject to your providing, inter alia:
 - 4.1. A relieving letter from your previous employer relieving you from your duties.
 - 4.2. Receiving satisfactory background verification report.
 - 4.3. A copy of the last pay slip from the previous employer.
 - 4.4. Proof of identity which could be either the copy of voter identity card or Aadhar card or Passport
 - 4.5. Proof of date of birth.
 - 4.6. The Bank's application form complete with photograph.
 - 4.7. Valid email id.
 - 4.8. Mobile no and /or Landline no.

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

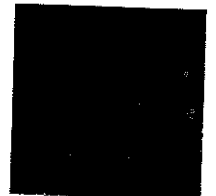
Kotak Ininiti, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

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

Page 2

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/ **1212492**



5. Your appointment is subject to submitting a Self-Certified Medical Fitness and Declaration Form Issued by the Bank. If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, you shall bring this to the notice of the Management as soon as you possibly can and furnish the Management with all the information relating thereto as it may reasonably require. If called upon, you shall submit yourself to an examination by a qualified registered medical practitioner appointed or agreed to by the Management and you may be required to produce a certificate of medical fitness before you resume work. Absence from work or disability in performing your duties beyond the period of sick leave to which you are entitled under the rules shall be, at the discretion of the Management, without salary.

Duties, Responsibilities & Other employment

6. You will perform such duties as are assigned to you by the Bank from time to time relating to the position to which you are now appointed and to which you may be transferred/ promoted in future. Please note that should you be entrusted with the handling / custodianship of cash / securities, any shortfall will be recoverable from you personally. This does not preclude the Bank from recovering the same from any dues to you, or from taking legal action.

7. You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time. The hours of work, holidays and paid leave will be in accordance with the Bank's rules. Please note that if you absent yourself from the services of the Bank without prior written permission or overstay sanctioned leave for eight consecutive days, you will deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

8. You shall devote the whole of your time and attention to performing your duties and use your best endeavors to promote the interests of the Bank and your conduct at other times shall be such as not to damage the interests of the Bank. You shall not engage yourself directly or indirectly in any trade, business, vocation or occupation or in advisory capacity or accept compensation in any form from any third party for any actions performed on behalf of the Bank without the express written permission of the Bank. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Bank, whether directly or indirectly.

9. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires.

10. If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, you shall bring this to the notice of the Management as soon as you possibly can and furnish the Management with all the information relating thereto as it may reasonably require. Absence from work or disability in performing your duties beyond the period of sick leave to which you are entitled under the rules shall be, at the discretion of the Management, without salary.





Kotak Mahindra Bank

Kotak Mahindra Bank Ltd.

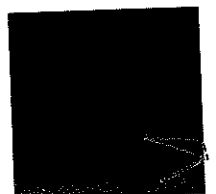
CIN: L65110MH1985PLC038137

Kotak Inifiniti, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

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

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/ **1212494**



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

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

Rules, Regulations and Confidentiality

13. You shall faithfully observe all the rules and regulations of the Bank as applicable from time to time and comply with all reasonable orders of your superiors and attend to your duties punctually at such place or places, as you may be required.

14. You shall also abide by and implement "The Corporate policy manual on Conflict of Interest, Confidential and Proprietary Information" including inter alia the Information Technology Security Policy and Code of Conduct as approved by the Bank.

15. The Bank is committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Bank including the Code of Conduct and other policies of the Bank as they form an integral part of the terms of employment with the Bank. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees' from time to time through intranet and/or e-mails and you will be governed by the same from time to time as and when the said changes are made. It is your responsibility to read and comply with the same.

16. Since the nature of your work requires you to handle confidential information, you shall not at any time during your employment or after its termination, without the consent of the Bank in writing, divulge, directly or indirectly, any knowledge, information or documents whether relating to Bank processes, operations, procedures, transactions or not, acquired by you in the course of your employment concerning the business or affairs of the Bank, its subsidiaries, its associates or clients and which are in the nature of a trade secret or secret in other respects the disclosure of which will cause harm to the Bank, its subsidiaries, its associates or clients.

16.1. In line with the, SEBI (Prohibition of Insider Trading) Regulations,2015 as modified from time to time, you shall comply with the Employee Share Trading Code as approved by the Board of Directors of the Bank. In addition, you shall not deal in securities of a firm listed in the stock exchanges, when in possession of any unpublished price sensitive information or communicate such information to any person except as required in the normal course of work, or under any law, or counsel any person to deal in securities on the basis of such information.

Page 4

Kotak Mahindra Bank Ltd.

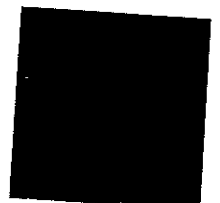
CIN: L65110MH1985PLC038137

Kotak Infronti, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

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

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/ **1212495**



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

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

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

Termination

19. Your services can be terminated by the Bank, without any notice or payment of any kind in lieu of notice, in the following cases:

- 19.1. Any incorrect information furnished by you or on suppression of any material information; and/or
- 19.2. Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this letter or a violation on your part of any of the Bank's rules and policies; and/or
- 19.3. You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude; and/or
- 19.4. You being convicted of a serious criminal offence or a criminal offence which, in the Bank's opinion compromises your ability to perform your duties; and/or
- 19.5. The results of any background checks or searches conducted by the Bank are found to be unsatisfactory in the opinion of the Bank in its absolute discretion. and/or
- 19.6. Any misconduct pertaining to moral turpitude, riotous/disorderly behaviour, theft, misappropriation, conviction by any court of law.

Page 5

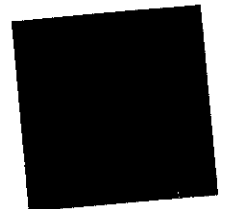
Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infiniti, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

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

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/ 1212496



19.7. Any act or omission which could be construed as loss of confidence in you by the Management.

19.8. Any act subversive of discipline or any conduct prejudicial to the interest and reputation of the Bank.

20. Subject to the right of the Bank to terminate this employment in accordance with clause 19, it may be terminated either by the Bank or yourself by giving **3 Months** notice in writing to the other.

20.1. The Bank alone, at its discretion, may opt to make / accept payment in lieu of notice period, which will be calculated on the basis of monthly gross salary. The decision whether or not to accept the gross salary in lieu of the notice period will rest solely with the Bank and the employee shall be required to serve the applicable notice period as per the exit policy of the Bank if the Bank does not accept the gross salary in lieu of the notice period.

Retirement age

21. The age of superannuation i.e. the age of retirement in our Bank is 60 years.

22. On retirement or earlier termination of this employment in any manner, you shall hand over all papers, documents and other property belonging to the Bank or which have been entrusted to you or received by you in the course of your employment with the Bank.

Jurisdiction

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

24. Courts of Mumbai shall have exclusive jurisdiction in respect of any disputes arising at out of or in connection with this contract.

25. This letter constitutes the entire understanding between you and the Bank relating to your employment by the Bank and supersedes and cancels all prior written and oral agreements and understandings with respect to the subject matter of this appointment.

26. As a full time employee of the Bank, you shall not be a Director on the Board of any Company. If you are a Director in any Company you are required to resign from the same before joining the Bank.

Page 6

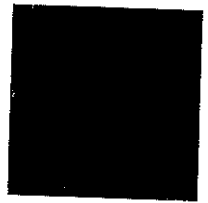
Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infinity, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

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

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/ **1212497**

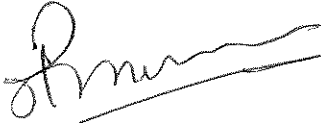


You are requested to send us a copy that is signed and dated by way of acceptance of the terms and conditions contained therein.

We look forward to your having a long and successful career with us.

Your's faithfully

for **Kotak Mahindra Bank Ltd**



Priyesh Malkhan
Senior Manager

Chande Vinayak Dhondiram
Date:

Page 7

Kotak Mahindra Bank Ltd.

CIN: L65110MH1985PLC038137

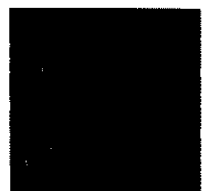
Kotak Infiniti, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

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

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/

1212498





Name	Chande Vinayak Dhondiram	
Grade	M1	
State	Maharashtra-Mumbai	
With effect from	15-Jul-2019	
Components	P.M.	P.A.
Basic Salary	8,922.00	1,07,060.00
House Rent Allowance	4,461.00	53,530.00
Bonus	1,784.00	21,412.00
Contribution to Gratuity Fund	-	5,150.00
Contribution to Provident Fund	-	12,847.00
Total	15,167	2,00,000.00
*Company contribution towards PF is 12% and Gratuity is 4.81%		
Under the Kotak Term Group Plan, you get covered upto 5 lakhs or 1.5 times CTC whichever is higher in case of death.		
Prepared By		
Date : 29-Jun-2019		

Kotak Mahindra Bank Ltd.

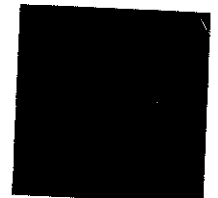
CIN: L65110MH1985PLC038137

Kotak Infiniti, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

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

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/ 1212499



VAP

Universal Foundry Services

*Every Foundry Solution
Under One Roof*



VINAYAK CHANDE

Business & Product Management Partner



7721867920



vapuniversal.foundryservices@gmail.com



A/P - 1145, Somwar Peth, Kagal,
Kolhapur - 416216 (M)

29 Aug 2019

Dear **prasad Patil**,

We are pleased to offer you the position of **Unit Mgr-Busi. Dev.** in **Level 1** of our Company. Your initial posting will be at **Kolhapur**.

Your compensation details are as follows:

Components	Rs. Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,081
Employers Contribution to PF	21,600
Gratuity	3,319
Minimum Statutory Bonus	7,000
Total Fixed Pay	2,30,000

The terms and conditions of your appointment will be communicated to you on acceptance of our letter.

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the AntiCorruption and Bribery Policy of the Company.

This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Vineet Tyagi
Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

I accept the above terms and conditions.

Name : **prasad Patil**

Signature & date: _____



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

Titles for the students

Shrikant Athavale <shrikant@infiniumglobalresearch.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Thu, Jan 24, 2019 at 6:35 PM

Dear Bhakti,

We can confirm we are hiring three of your students for the role of Research Associates. Following are the names of the students

- 1) Anuja Kashinath Magdum: Salary (12k/m during the probation and 18K/m after the probation period)
- 2) Sayali Sanjeev Mangore: Salary (10K/m during the probation and 15k after probation)
- 3) Shubham Kishor Powar: Salary (10k/m during probation and 16k after probation)

Please note that the probation is 3 months and their onboarding shall be done in the month of June.

We are considering the following student for articleship

- 1) Mrunal Narwade
- 2) Yashashri Shinde
- 3) Ajay Popat Jadhav
- 4) Prasad Sambhaji Patil

These students shall be re-evaluated after once they complete 1 month of articleship successfully and the offers shall be provided by then.

They can attend the training program once our representatives Mr. Omkar Harane and Mr. Ajit Rowniyar visit your campus.

We can also hire your first year students for articleship and internship. The stipend paid for articleship and internship shall be 5k per month.

Should you need any information or assistance please feel free to write to us.

Shrikant Athavale

Principal Analyst and Founder

Infinium Global Research

Mobile: +918999930634

Email: shrikant@infiniumglobalresearch.com

Website: <https://www.infiniumglobalresearch.com>

10/16/2019

CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH Mail - Titles for the students

From: Shrikant Athavale [mailto:shrikant@infiniumglobalresearch.com]
Sent: Wednesday, January 23, 2019 5:05 PM
To: 'Placement @ SIBER'
Subject: RE: Titles for the students

Hi Bhakti,

Thank you for sending it over. Could you please send the word files for the ones there is a pdf.

It will help us evaluate better and we can make comments for the areas of improvement.

Thank you,

Regards,

Shrikant

From: Placement @ SIBER [mailto:cdc@siberindia.edu.in]
Sent: Wednesday, January 23, 2019 4:44 PM
To: Shrikant Athavale
Subject: Re: Titles for the students

Dear Shrikant,

[Quoted text hidden]

[Quoted text hidden]

2020-21



PRIVATE AND CONFIDENTIAL

Reference No. - 1384056082

Applicant ID - 4317053

15-Mar-2021

Sheetal Mahesh Inamdar

Dear Sheetal,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384056082

Applicant ID - 4317053

15-Mar-2021

Sheetal Mahesh Inamdar

Dear Sheetal,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in PERSONAL LOAN at PUNE - BUND GARDEN ROAD - RO.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 15-Mar-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:2:

Reference No. - 1384056082

Sheetal Mahesh Inamdar

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.
- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384056082

Sheetal Mahesh Inamdar

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

Reference No. - 1384056082

Sheetal Mahesh Inamdar

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Prakash

Digitally signed by AMIT PRAKASH
Date: 2021.03.16 00:22:22 +05:30

I have read all the terms and conditions of the offer and would like to confirm my acceptance.
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:5:

Reference No. - 1384056082

Sheetal Mahesh Inamdar

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

Reference No. - 1384056082

Sheetal Mahesh Inamdar

Benefits:

- Comprehensive Medclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT PRAKASH
Date: 2021.03.16 00:22:22 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details

Name : Sheetal Mahesh Inamdar
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 15-Mar-2021

Digitally signed by AMIT PRAKASH

Date: 2021.03.16 00:22:23 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
 ICICI Bank Towers
 Bandra-Kurla Complex
 Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
 Website www.icicibank.com
 CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.

Date: June 24, 2019

Dear Apurva Rajendra Dhume,

We are pleased to offer you a position of **Relationship Manager, Under the Management Associate - Sales Program** at **L1 Level** as per the following terms and conditions.

1. Place of Posting: Kohlapur. Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to **Credit Evaluation, Business Development, Sales and Collections** for the company.

2. Working hours: Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks.

3. Probation: You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

4. Compensation Package:

4.1. Salary: As per the structure mentioned below:

Particulars (p.a.)	Amt (Rs.)
Basic Salary	Rs. 180,000
Total Allowances	Rs. 240,000
Fixed Salary	Rs. 420,000
PF	Rs. 21,600
Gross Salary	Rs. 441,600
Mobile & Data Card Allowances	Rs. 24,000
Insurance	Rs. 9,500
Incentive	Rs. 140,000
CTC	Rs. 615,100

4.2. Allowances:

4.2.1. You will be entitled to reimbursement of official calls on mobile phone and use of internet data card/wifi (At present this is **Rs. 24,000 p.a.**)

4.2.2. Official travel will be reimbursed subject to the policies of the company governing the same.

4.3. Other Benefits:

4.3.1. You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

4.3.2. You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Relationship Manager are pegged at **Rs. 140,000 /- p.a**)

4.3.3. You will be covered under the group medical and accident insurance policies of the company

5. General:

5.1 You are expected to devote your whole time, attention and ability to the interest of the company and show total commitment to its goals.

5.2 You will have to maintain absolute secrecy and confidentiality in regard to all the documents and information pertaining to the company and its customers, which you come across in course of your duty.

5.3 You will not engage yourself, in any business of your own or any other business/employment.

5.4 You are expected to treat these terms of employment confidential.

5.5 Breach of any of the above conditions will render you liable for termination of your employment without notice.

5.6 Any dispute between you and the company concerning or relating to or arising out of this offer shall be subject to the jurisdiction of and be determined by the court of the competent jurisdiction in Mumbai only.

6. **Notice Period:** Either party shall be entitled to terminate the said employment by giving notice or in-lieu of such notice, a sum equal to the basic salary for the notice period.

7. Your **Date of Joining** shall be July 1, 2019.

8. **Acceptance:** Kindly sign the duplicate copy of this letter or send us an email to confirm your acceptance.

For Home First Finance Company India Ltd.



(Authorised Signatory)

I have read the contents of the above offer and accept the same. I will join on _____.

Date: _____

(Signature):

Institute: Chhatrapati Shahu Institute of Business Education and Research Trust, Kolhapur
Applicant ID- 323934

HRD No.2552/Campus Rec-1

August 30, 2019

Payal Jitendra Patil

4/274, Burud Galli
Powar bol, Mote Tale
Ichalkaranji, Kholapur
Maharashtra
416115

Mobile : 8796257966

महोदय /महोदया /Sir/Madam,

Campus Recruitment
सहायक प्रबंधक(सप्र) ग्रेड 'ए' की नियुक्ति
Recruitment of Assistant Manager (AM) Gr. 'A'

With reference to the interviews held on July 4, 2019 for the captioned post, the Bank is pleased to offer you the post of Assistant Manager - Grade 'A'. This offer is subject to the following Terms and conditions and you meeting the eligibility criteria as communicated to your institute prior to conducting the Interviews, including passing of the requisite Post Graduate degree in the first attempt and submission of a degree certificate to that effect.

1. **चिकित्सा जाँच / Medical Examination:**

आप बैंक में सेवा ग्रहण करने के समय चिकित्सीय रूप से स्वस्थ हों.

You should be medically fit at the time of joining the Bank's services.

2.

(क) आप को प्रारम्भ में आईडीबीआई बैंक के PUNE कार्यालय IDBI House, Dynaneshwar Paduka Chowk, Fergusson College Road, Pune Pin :411004, Maharashtra पर रिपोर्ट करना है | आपको यह निर्देश दिया जाता है की आप अंचल कार्यालय को **September 6, 2019** पर अपनी नियुक्ति संबंधी औपचारिकताएँ पूरी करें | आपकी अंतिम तैनाती का स्थान अंचल कार्यालय द्वारा सूचित किया जाएगा | कृपया नोट करें कि बैंक अपने किसी भी कार्यालय / विभाग / वर्टिकल अथवा अपनी किसी भी सहायक /सहयोगी संस्था की कारोबारी इकाई में आपको पदापित करने का अधिकार अपने पास सुरक्षित रखता है. साथ ही आपको समय-समय पर बैंक के लागू नियमों के अनुसार भारत/ विदेश में किसी भी स्थान पर स्थानांतरित किया जा सकता है.

(a) You will be initially reporting to **PUNE Zonal Office** located at **IDBI House, Dynaneshwar Paduka Chowk, Fergusson College Road, Pune Pin :411004, Maharashtra**. You are advised to report at Zonal Office and complete your joining formalities on **September 6, 2019**. Your final place of posting will be advised by the Zonal Office. Please note that the Bank reserves the right to post you in any of the offices of

the Bank in any of its departments/Verticals or offices/business units of its subsidiaries/associate institutions as the Bank may decide. You will also be liable for transfer to any place in India/abroad, as the Bank may decide in terms of the applicable rules of the Bank, prevailing from time to time.

(ख) आपको बैंक द्वारा निर्धारित अवधि तथा निबंधनों एवं शर्तों पर किसी अन्य संगठन में किसी भी हैसियत में सेवा के लिए प्रतिनियुक्त किया जा सकता है।

(b) You will be liable to be deputed to serve in any other organization in any manner whatsoever, for such duration and on such terms and conditions, as the Bank may decide.

3. वेतन एवं भत्ते / Pay and Allowances :

मासिक आधार पर प्रदत्त कुल वेतन में मूल वेतन और अधिकारियों को समय-समय पर मिलने वाले अन्य भत्ते शामिल होंगे। आप ग्रेड 'ए' में सहायक प्रबंधकों के लिए स्वीकार्य अन्य परिलब्धियों / सुविधाओं / लाभ आदि के भी हकदार होंगे। ग्रेड 'ए' में सहायक प्रबंधक के लिए लागू मौजूदा मूल वेतन '23700-980(7)-30560-1145(2)-32850-1310(7)-42020(17 वर्ष) के वेतनमान में '23,700/- प्रति माह है। आप 28 सितंबर 2018 के बैंक परिपत्र आईडीबीआई बैंक/2018-19/279/एचआर/एचआर-37 के अनुसार सहायक प्रबन्धक ग्रेड 'ए' के लिए स्वीकार्य अन्य परिलब्धियों/सुविधाओं/लाभों, आदि के लिए भी पात्र होंगे कार्यग्रहण के समय लागू वेतनमान, भत्ते, प्रतिपूर्ति, परिलब्धियां और अन्य शर्तें, जिन्हें समय-समय पर आशोधित / परिवर्धित / संशोधित किया जाएगा, लागू होंगी।

The total salary, paid on monthly basis, comprises of basic pay plus such other allowances, as admissible to the officers from time to time. You will also be entitled to such other perquisites/facilities/benefits, etc. as admissible to Assistant Managers in Grade 'A'. The extant basic pay applicable to Assistant Managers in Grade A is ` 23,700/- per month in the pay scale of `23700-980(7)-30560-1145(2)-32850-1310(7)-42020(17 years). You will also be entitled to such other perquisites/facilities/ benefits, etc. admissible to Assistant Managers in Grade 'A' as stated in Banks circular IDBI Bank/2018-19/279/HR/HR-37 dated September 28, 2018. The pay scales, allowances, reimbursements, perquisites and other terms subsisting at the time of joining and as may be modified / amended / revised from time to time would be applicable.

4. नियुक्ति / परीक्षा और स्थायीकरण / Appointment / Probation and Confirmation:

(क) कृपया नोट करे की आपकी नियुक्ति मानदंडों और इसके साथ संलग्न अनुबंध I के अनुसार आयु, शैक्षणिक योग्यता (यथा April 1, 2019) को पूरा करने की शर्तों के अधीन है।

(a) Please note that your appointment is subject to fulfilling the eligibility criteria in respect of Age (as on April 1, 2019) and Education qualification advised by the Bank and enclosed herewith as Annexure I.

(ख) आप अपनी नियुक्ति की तारीख से एक वर्ष {जिसे 1(एक) वर्ष तक के लिए या ऐसी अवधि के लिए बढ़ाया जा सकता है जो बैंक द्वारा समय-समय पर अपने विवेक के आधार पर निर्णय लिया जाए} के लिए परीक्षा पर रहेंगे/रहेंगी।

(b) You will be on probation for a period of one year from the date of your appointment, {which can be extended by further 1(one) year or such other period, as may be decided from time to time at the discretion of the Bank}.

(ग) परीक्षा अवधि या बढ़ाई गई परीक्षा अवधि, यदि कोई हो, के दौरान तथा बैंक में आपकी सेवा लिखित रूप में स्थायी किए जाने तक आप सेवा छोड़ने या समाप्त करने या त्यागपत्र देने के अपने इरादे के बारे में लिखित रूप में नोटिस दिए बिना बैंक की सेवा नहीं छोड़ेंगे। परीक्षा पर आपको एक महीने का नोटिस देना होगा या आप उसके बदले में अपेक्षित नोटिस अवधि के लिए अपने वेतन के समतुल्य राशि क्षतिपूर्ति के रूप में बैंक को अदा करने के लिए दायी होंगे।

(c) During the period of probation or extended period of probation, if any and until you are expressly confirmed in the service of the Bank in writing, you shall not leave or discontinue your service from the Bank without first giving a notice in writing about your intention to leave or discontinue the service or resign. On probation, you shall serve a notice period of 1 month or you shall be liable to pay to the Bank as compensation a sum equal to your pay for the period of notice required in lieu thereof.

घ) परीक्षा अवधि या बढ़ाई गई परीक्षा अवधि, यदि कोई हो, के दौरान और लिखित रूप में बैंक में आपकी सेवाओं का स्थायीकरण होने तक की अवधि के दौरान आपकी सेवाएं परीक्षा के पहले माह के दौरान एक महीने की नोटिस देकर और उसके बाद एक महीने के नोटिस अथवा एक दिन या एक महीने के लिए मूल वेतन के भुगतान द्वारा, जैसा भी मामला हो, समाप्त की जा सकती हैं।

(d) During the period of probation or extended period of probation, if any, and until you are expressly confirmed in the service of the Bank in writing, your services are liable to be terminated by one day's notice during the first month of probation and thereafter by one month's notice or by payment for one day or one month, as the case may be, in lieu thereof.

(ड) बैंक की सेवा में आपका स्थायीकरण बैंक द्वारा समय-समय पर बनाई गई स्थायीकरण नीति / स्थायीकरण दिशानिर्देशों के अनुसार बढ़ाई गई परीक्षा अवधि, यदि कोई है, सहित परीक्षा अवधि के दौरान कार्य-निष्पादन तथा व्यक्तिगत आचरण के निर्दिष्ट मानदंडों को आपके द्वारा पूरा करने के अधीन होगी। कृपया नोट करें कि बैंक स्वविवेकानुसार कार्य-निष्पादन मानदंड पूरा करने के एक हिस्से के रूप में परीक्षा अवधि के दौरान उत्तीर्ण किए जाने के लिए परीक्षण / योग्यताएं निर्धारित कर सकता है।

(e) Your confirmation in the services of the Bank will be subject to your meeting and fulfilling the laid down standards of performance and personal conduct during the period of probation including extended period of probation, if any, in terms of the Confirmation Policy / Confirmation guidelines, framed by the Bank from time to time. Please note that Bank may, at its discretion, prescribe test(s) / qualifications to be passed during the probation, as part of meeting the performance standards.

च) यदि आप अपनी परीक्षा अवधि या बढ़ायी गई परीक्षा अवधि के दौरान बैंक के सक्षम अधिकारी की समुचित अनुमति के बिना लगातार दस दिनों के लिए ड्यूटी पर अनुपस्थित रहते हैं तो यह समझा जाएगा कि आपने बैंक में अपना पद छोड़ दिया है।

(f) In the event of your remaining absent from the duties for a continuous period for ten days without due approval from the competent authority of the Bank during the probation period or extended period of probation, you will be deemed to have vacated your post in the Bank.

(छ) आप, परीक्षा अवधि के दौरान अर्जित की गई साधारण छुट्टी(ओएल) का नकदीकरण बैंक की सेवा में स्थाई होने के बाद ही कर पाएंगे।

(g) You will be entitled to encash your Ordinary Leave (OL) balance earned by you during your probation period only after your confirmation in the services of the Bank.

5. वरिष्ठता / Seniority :

आप सामान्यतः बैंक की वर्तमान नीति के अनुसार वरिष्ठता क्रम में रहेंगे।

You will ordinarily rank for seniority in accordance with the extant policy of the Bank.

6. अधिकारी नियमावली / Officer's Rules:

आपकी नियुक्ति समय-समय पर संशोधित, प्रतिस्थापित, पुनरीक्षित, अनुपूरित, आशोधित तथा नवीकृत i) आईडीबीआई बैंक लिमिटेड अधिकारी सेवा नियमावली (ओएसआर), 2006 (ii) आईडीबीआई बैंक लिमिटेड अधिकारी (आचरण) नियमावली (ओसीआर), 2006 तथा (iii) आईडीबीआई बैंक लिमिटेड अधिकारी (अनुशासन व अपील) नियमावली, (ओ डी ए आर) 2006 के प्रावधानों (नियमावली की प्रति बैंक के कार्यालयों में अवलोकन के लिए उपलब्ध है) और बैंक द्वारा समय-समय पर जारी अन्य नियम / विनियम और अन्य आदेश / अनुदेश जो समय समय पर जारी किए जाएंगे, द्वारा शासित होगी।

Your appointment shall be governed by the (i) IDBI Bank Limited Officers' Service Rules (OSR), 2006, (ii) IDBI Bank Limited Officers' (Conduct) Rules (OCR) 2006 and (iii) IDBI Bank Limited Officers' (Discipline & Appeal) Rules (ODAR) 2006 as amended, substituted, revised, supplemented, modified and novated from time to time (available on the Bank's intranet site), the other rules/regulations of the Bank for the time being in force and other orders/ instructions that may be issued to you by the Bank from time to time.

7. उपदान / Gratuity:

आप कार्यग्रहण की तारीख को / सहायक प्रबंधक ग्रेड 'ए' के रूप में समामेलन की तारीख को लागू तथा समय-समय पर आशोधित / संशोधित आईडीबीआई बैंक लि. के उपदान संबंधी नियमों तथा विनियमों द्वारा नियंत्रित रहेंगे।

You shall be governed by the extant rules and regulations, policies etc. of IDBI Bank Ltd. regarding Gratuity as applicable on the date of joining/absorption as Assistant Manager Grade 'A' and as may be modified/ amended / revised from time to time.

8. पेंशन / Pension:

आप समय-समय पर यथा संशोधित / आशोधित आईडीबीआई बैंक लि. नई पेंशन योजना (आईबीएल एनपीएस) [परिभाषित अंशदान योजना] द्वारा नियंत्रित होंगे.

You shall be governed by the IDBI Bank Ltd New Pension Scheme (IBLNPS) [Defined Contribution Pension scheme] as may be modified / amended/ revised from time to time.

9. अंशकालीन अध्ययन / Part-time studies:

बैंक के सक्षम प्राधिकारी द्वारा दी गई लिखित अनुमति के बिना आप कोई अंशकालीन अध्ययन शुरू नहीं कर सकेंगे / जारी नहीं रख सकेंगे.

You will not be allowed to undertake/continue any part-time studies, unless permitted in writing by the Competent Authority of the Bank.

10. नियुक्ति के लिए पूर्व-शर्तें/ Pre conditions for appointment:

आपको दिया गया प्रस्ताव /आपकी नियुक्ति अस्थायी है तथा निम्नलिखित शर्तों के पूर्ण अनुपालन के अधीन है :

Your offer / appointment is provisional and subject to the strict compliance of the following conditions:

क) पात्रता मानदंडों के अनुसार यथा दिनांक April 1, 2019 को आपके पात्र पाये जाने पर (कृपया अनुबंध I देखें)

(c) Fulfilling the eligibility criteria in respect of Age (as on April 1, 2019) and Education qualification advised by the Bank and enclosed herewith as **Annexure I**.

ख) रिपोर्ट करते समय आपको अपनी आय, शैक्षिक योग्यता, अनुभव (यदि कोई हो) संबंधी सभी प्रमाण-पत्रों की मूल प्रतियां तथा उनकी सत्य प्रतिलिपियां (कृपया अनुबंध II देखें) और आपकी फोटो लगी तथा विधिवत् हस्ताक्षरित करिक्यूलम विटे (सीवी) की प्रति और फोटो पहचान-पत्र प्रमाण (पैन कार्ड / ड्राइविंग लाइसेंस / आधार कार्ड आदि) प्रस्तुत करना होगा. कृपया आप संलग्न फार्मेट में 2 संदर्भ प्रमाणपत्र (परिशिष्ट V) भी प्रस्तुत करें. कार्यग्रहण के लिए रिपोर्ट करते समय आपको अपनी आय, शैक्षिक योग्यता, अनुभव संबंधी मूल प्रमाण-पत्र, उनकी अनुप्रमाणित सत्य प्रतिलिपियां (कृपया अनुबंध Ib देखें). आपको सूचित किया जाता है कि आप पहचान पत्र सहित संलग्न सत्यापन फार्म की तीन फोटो प्रतियां ले लें और इन फार्मों को विधिवत् व पूर्ण रूप से भरें तथा कार्यग्रहण के लिए रिपोर्ट करते समय इन फार्मों को तीन प्रतियों (सभी मूल) में बैंक को प्रस्तुत करें. कृपया आप संलग्न फार्मेट में दो संदर्भ प्रमाणपत्र, मूल प्रति में, भी प्रस्तुत करें.

b) You shall produce, at the time of reporting, all the certificates, in original, regarding your age, educational qualifications, experience (if any), together with attested true copies thereof (Please refer to **Annexure II**) and one copy of your Curriculum Vitae (CV) with photograph affixed on it and duly signed and a photo identity proof (PAN card / Driving License / Aadhar Card etc.). You are also advised to furnish two Reference certificates, in the format enclosed (**Appendix V**). You shall produce at the time of reporting for duty all the certificates in original regarding your age, educational qualifications, experience together with attested true copies thereof. (Please see Annexure Ib). **You are advised to take three copies of the enclosed attestation form and identity certificate, fill in all the details in original in all the three copies and submit the duly completed forms, to the Bank, when you report for joining the Bank. You are also advised to furnish two Reference Certificates, in the format enclosed.**

ग) यदि आप अनुसूचित जाति / अनुसूचित जनजाति के सदस्य हैं तो आपको जाति संबंधी प्रमाण-पत्र जारी करने के लिए अधिकृत सक्षम प्राधिकारियों में से किसी एक प्राधिकारी (परिशिष्ट I (क) में सूची दी गई है) से केन्द्र सरकार द्वारा निर्धारित फॉर्मेट (परिशिष्ट- I) में दिये गये अनुसार) में अनुसूचित जाति / जनजाति संबंधी प्रमाणपत्र प्रस्तुत करना होगा. यदि आप अनुसूचित जाति / जनजाति श्रेणी के सदस्य हैं और भविष्य में आपके धर्म में कोई परिवर्तन होता है तो उसकी तत्काल सूचना बैंक

को देना नोट करें. इसके अलावा आपकी नियुक्ति अनंतिम है और जाति / जनजाति की सदस्यता का उचित माध्यम से सत्यापन करने के अधीन है. यदि सत्यापन में इस बात का पता चलता है कि अनुसूचित जाति / अनुसूचित जनजाति से संबंधित आपका दावा असत्य है तो आपकी सेवाएं कोई कारण दिये बिना तत्काल समाप्त की जाएंगी. बैंक आपके विरुद्ध ऐसी कार्रवाई करने का अधिकार अपने पास सुरक्षित रखता है जिसे वह ऐसा झूठा प्रमाणपत्र प्रस्तुत करने के लिए भारतीय दंड संहिता के प्रावधानों के अधीन उचित या उपयुक्त समझे.

c) If you are a member of Scheduled Caste (SC)/Scheduled Tribe (ST), you shall produce Caste/Tribe Certificate in the format, as prescribed by Central Government [given at **Appendix I**] from one of the Competent Authorities empowered to issue such certificate [list given at **Appendix I (a)**]. If you are a member of SC / ST category, you should note to intimate to the Bank forthwith, in case, there shall be a change in your religion, in future. Further, your appointment will remain as provisional and subject to verification of your Caste / Tribe Certificate, through proper channel. Your services will be liable to be terminated forthwith without assigning any reason, in case, the verification reveals that your claim for belonging to SC / ST Category is false. The Bank also reserves its right to take such further action against you, as it may deem fit, proper or appropriate under the Provisions of the Indian Penal Code for production of such False Certificate.

घ) यदि आप अन्य पिछड़े वर्ग (ओबीसी) से हैं तो आपको ओबीसी प्रमाणपत्र जारी करने के लिए अधिकृत सक्षम प्राधिकारियों (सूची परिशिष्ट II (क) में दी गई है) से प्राप्त हालिया तारीख का / वैध ओबीसी प्रमाणपत्र (आपके क्रीमी लेयर से न होने के विशेष उल्लेख के साथ) केन्द्र सरकार द्वारा निर्धारित प्रारूप (परिशिष्ट II में दिया गया) में प्रस्तुत करना होगा. इसके अलावा आपकी नियुक्ति अनंतिम है और समुदाय / जाति प्रमाणपत्र के उचित माध्यम से सत्यापन करने के अधीन है. यदि सत्यापन से पता चलता है कि ओबीसी से आपकी संबद्धता का दावा या आपके क्रीमी लेयर से न होने का आपका दावा गलत है तो आपकी सेवाएं बिना कोई कारण बताए तथा आपके विरुद्ध ऐसी कार्रवाई पर कोई प्रतिकूल प्रभाव डाले बिना तत्काल समाप्त कर दी जाएंगी जो बैंक ऐसे झूठे प्रमाणपत्र के प्रस्तुतीकरण के लिए भारतीय दंड संहिता के प्रावधानों के अंतर्गत उचित या उपयुक्त समझे.

यदि आप आर्थिक रूप से कमजोर वर्ग (ईडब्ल्यूएस) श्रेणी से संबंध रखते हैं तो आपको इस प्रकार के प्रमाणपत्र जारी करने के लिए अधिकारप्राप्त सक्षम प्राधिकारियों में से एक [सूची परिशिष्ट II (ए) में दी गई है] के द्वारा जारी हाल का/मान्य ईडब्ल्यूएस प्रमाणपत्र केंद्र सरकार द्वारा निर्धारित प्रारूप में [परिशिष्ट IV में दी गई है] प्रस्तुत करना होगा. इसके साथ ही, आपकी नियुक्ति अनंतिम होगी तथा यह उचित माध्यम से ईडब्ल्यूएस प्रमाणपत्र के सत्यापन के अधीन होगी. यदि सत्यापन से यह पता चलता है कि ईडब्ल्यूएस से संबंधित आपका दावा गलत है तो ऐसे झूठे प्रमाणपत्र प्रस्तुत करने के लिए आपकी सेवा बिना कोई कारण बताए और आपके विरुद्ध भारतीय दंड संहिता के प्रावधानों के अधीन कार्रवाई, जैसा बैंक उचित और उपयुक्त समझे, पर बिना कोई प्रतिकूल प्रभाव डाले तुरंत समाप्त कर दी जाएगी

d) In case you belong to Other Backward Class (OBC) Category, you shall produce a recent / valid OBC Certificate (with Clause relating to non-creamy layer), in the format, as prescribed by Central Government [given at Appendix II], from one of the Competent Authorities empowered to issue such certificate [list given at Appendix II (a)]. Further, your appointment will remain as provisional and is subject to verification of the Community /Caste Certificate through the proper channel. If the verification reveals that your claim to belonging to OBC Category or non-creamy layer is false, your service will be terminated forthwith, without assigning any further reasons and without prejudice to such further action against you, as the Bank may deem fit, proper or appropriate under the Provisions of the Indian Penal Code for production of such False Certificate.

In case you belong to Economically Weaker Section (EWS) Category, you shall produce a recent / valid EWS Certificate in the format, as prescribed by Central Government [given at Appendix IV], from one of the Competent Authorities empowered to issue such certificate [list given at Appendix II (a)]. Further, your appointment will remain as provisional and is subject to verification of the EWS Certificate through the proper channel. If the verification reveals that your claim to belonging to EWS is false, your service will be terminated forthwith, without assigning any further reasons and without prejudice to such further action against you, as the Bank may deem fit, proper or appropriate under the Provisions of the Indian Penal Code for production of such False Certificate.

ड) कृपया नोट करें कि यदि आपका जाति प्रमाणपत्र (i) केन्द्र सरकार द्वारा निर्धारित उचित प्रारूप में न हो, (ii) आपके राज्य के लिए भारत सरकार की सूची में उल्लिखित जाति का नाम नहीं दर्शाता हो, (iii) उस पर जारी करने वाले कार्यालय / प्राधिकारी की मुहर न लगाई गयी हो, तो बैंक में आपकी नियुक्ति करने पर विचार नहीं किया जाएगा।

e) Please note that your joining in the Bank will not be considered in following cases: (i) your caste certificate is not in the format, as prescribed by Central Government (ii) your caste certificate does not contain the name of Caste as mentioned in the Central Government list for your state (iii) your caste certificate does not contain Seal of Issuing Office/Authority.

(च) यदि आप शारीरिक रूप से अक्षम (पीडब्ल्यूडी) हैं तो आपको सक्षम चिकित्सा प्राधिकारियों / चिकित्सा बोर्ड से इस प्रयोजन के लिए प्राप्त चिकित्सा प्रमाणपत्र निर्धारित फार्म में प्रस्तुत करना होगा (कृपया परिशिष्ट- III देखें)

f) If you are a Person with Disability (PWD), you shall produce valid Disability Certificate, in the prescribed format, issued by the Competent Medical Authorities/Medical Board [given at **Appendix III**].

छ) आपको अपने वर्तमान नियोक्ता, यदि कोई है, से उचित कार्यमुक्ति आदेश प्राप्त करते हुए संतोषजनक प्रमाण के रूप में प्रस्तुत करना चाहिए. (देखें परिशिष्ट - IV)

g) You shall produce satisfactory evidence of having obtained proper release from your previous employer, if any. (Please see **Appendix V**).

11. अन्य / Others

कृपया नोट करें कि यदि बैंक को कार्यग्रहण के लिए रिपोर्ट करने के बाद आपके संबंध में निम्नलिखित रिपोर्ट/जानकारी प्राप्त होती है तो आपकी सेवाएं बिना किसी नोटिस अथवा उसके बदले में मुआवजा दिये बिना तत्काल समाप्त की जा सकती हैं. :-

Please note that your appointment is liable to be terminated without any notice or compensation in lieu thereof, if after your reporting for duty, the Bank receives:

i) आपके द्वारा दिये गये संदर्भों से अथवा पुलिस जांच से कोई प्रतिकूल रिपोर्ट प्राप्त होती है,

Any adverse report on police enquiry or from the references indicated by you,

या / or

ii) असंतोषजनक कार्य-निष्पादन सहित किंतु इसी तक सीमित नहीं, कारणों से सेवा की समाप्ति सहित आपके पूर्व नियोक्ता (नियोक्ताओं) (यदि कोई है) से कोई प्रतिकूल रिपोर्ट प्राप्त होती है.

Adverse report from your previous employer(s) (if any) including termination of service for reasons including but not limited to non-satisfactory performance only,

या / or

iii) ऐसी जानकारी प्राप्त होती है कि बैंक की सेवा में आने से पहले आपने कोई कदाचार का कार्य किया है, बैंक के मतानुसार जो आपको बैंक में सेवा के लिए अपात्र बना देता है.

Information that you had, prior to joining the Bank's service, committed any act of misconduct, which, in the opinion of the Bank, renders you unfit to serve in the Bank.

12. यदि आपके द्वारा प्रस्तुत घोषणा/विवरण/जानकारी किसी भी समय गलत या असत्य पाई जाती है अथवा कोई महत्वपूर्ण जानकारी छिपाई गयी पाई जाती है तो आपकी सेवाएं किसी नोटिस अथवा उसके बदले में कोई क्षतिपूर्ति किए बिना तत्काल समाप्त की जा सकती हैं.

Your appointment is also liable to be terminated forthwith without any notice or compensation in lieu of notice, if any declaration/statement/information furnished by you is found to be false or untrue or if any material information is found to be suppressed or concealed by you.

13. यह आवश्यक है कि आप अपनी नियुक्ति की तारीख से 3 वर्ष की अवधि में हिंदी का कार्यसाधक ज्ञान प्राप्त करें.

You shall acquire working knowledge of Hindi within a period of 3 years from the date of your appointment.

14. कृपया आप "Campus Recruitment of Assistant Manager 2019) Applicant ID. (323934)" विषय लिखकर recruitment@idbi.co.in को ई-मेल भेजते हुए इस प्रस्ताव पत्र के सभी शर्तों एवं निबंधनों के बारे में अपनी पूर्ण और बिना शर्त स्वीकृति सूचित करें. कृपया नोट करें कि उपर्युक्त प्रस्ताव पत्र की स्वीकृति की सूचना यथासंभव शीघ्र, किंतु किसी भी स्थिति में

दिनांक September 3, 2019, को 18.00 बजे से पूर्व भेजी जाए. कृपया यह भी नोट करें कि यदि September 3, 2019 को 18.00 बजे तक बैंक को स्वीकृति की सूचना प्राप्त नहीं होती है तो उपर्युक्त प्रस्ताव स्वतः ही समाप्त हो जाएगा. यह स्पष्ट किया जाता है कि स्वीकृति की जानकारी देने / सूचित करने के लिए और अधिक समय प्रदान करने के किसी अनुरोध को बैंक द्वारा स्वीकार नहीं किया जाएगा और बैंक आपके साथ किसी भी प्रकार का कोई पत्राचार नहीं करेगा.

Please convey your absolute and unconditional acceptance of all the terms and conditions of this offer letter through e-mail to recruitment@idbi.co.in, mentioning subject as "**Campus Recruitment of Assistant Manager 2019) Applicant ID. (323934)**". Please note that the communication of the acceptance of the offer letter may be sent to us on or **before September 3, 2019** latest by 18:00 hours, failing which, the aforesaid offer shall lapse automatically. It is clarified that, no request for grant of further time for conveying/communicating the acceptance to the Bank shall be considered and the Bank shall not enter into any correspondence whatsoever with you.

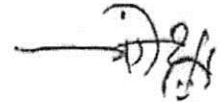
15. आपके कार्यग्रहण संबंधी औपचारिकताएं इस ऑफर के निबंधनों के अनुसार सभी दस्तावेजों / दस्तावेजों की प्रतियां प्राप्त होने के बाद और बैंक की संतुष्टि तक ऑफर के निबंधनों एवं शर्तों के अनुपालन के बाद ही पूर्ण समझी जाएगी. ऐसा न करने पर बैंक में आपका कार्यग्रहण स्वतः अमान्य और रद्द हो जाएगा और ऐसी परिस्थिति में बैंक आपको किसी प्रकार की क्षतिपूर्ति देने के लिये दायी नहीं होगा.

Your joining formalities will be completed only after receipt of all the documents / copies of documents in terms of this offer and compliance of the terms & conditions of the offer to the satisfaction of the Bank, failing which, your joining in the Bank will become automatically null and void and in such a situation the Bank is not liable to pay any compensation to you whatsoever.

16. अनुबंध - III इस पत्र का एक अभिन्न भाग है.
Annexure-III forms an integral part of this letter.

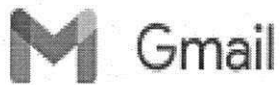
17. किसी संदिग्धार्थकता के मामले में इस प्रस्ताव पत्र का अंग्रेजी पाठ ही अभिभावी होगा.
In case of any ambiguity, the English version of this offer letter will prevail.

भवदीय/ Yours faithfully,



उप महा प्रबंधक /Deputy General Manager
(मानव संसाधन/Human Resources)

संलग्न : यथोक्त.
Encl. : As above



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

Tcognition student list

1 message

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

Mon, Nov 26, 2018 at 1:51 PM

Hello Madam,

PFA list of students for Tcognition .

* Shweta Sawkar is included.

Regards

--

Dr. S. S. Jamsandekar

Assistant Professor & Placement Co-ordinator

Department of Computer Studies

Chhatrapati Shahu Institute of Business Education and Research(CSIBER)

Email: ssjamsandekar@siberindia.edu.in

Website: www.siberindia.edu.in

Phone : 0231-2535706/07 | 8378999898

 **tcognition.xlsx**
53K

Date: 11.01.2019

To
Head of the Department
CHHATRAPATI SHAHU INSTITUTE OF
BUSINESS EDUCATION & RESEARCH,
University Road,
Kolhapur-416 004.

Respected Sir,

Sub: -Permission for carrying out Internship project.

With reference to our discussion at your college we have to inform you that, after completion of interview process, we have shortlisted following students for Internship project at tCognition.

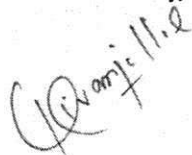
- 1)Rahul Kori
- 2)Pranav Yadav
- 3)Sunil Patil
- 4)Yogesh Gurav
- 5)Sumit Patil
- 6)Anuja Shete
- 7)Pooja Khot
- 8)Manisha Sutar
- 9)Pooja Damate
- 10)Shrusti Powar

Period for completing internship project work in tCognition during 10.01.2019 to 30.04.2019.

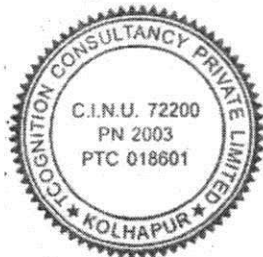
Kindly note that, all the shortlisted students have to follow rules and regulations of the company during the project work.

Thanking you,

Yours faithfully,



HR Manager
For tCognition Consultancy Pvt. Ltd.





January 28, 2019

To,
Name: Swanand Dhale
Address: 2103/11 , E ward , Kusum Vihar , plot no. 2 ,
Near LIC Ground, Kolhapur.
Mob: +919673009854

Dear Swanand,

We are pleased to extend to you our Offer to work in the role of "US IT Recruiter" as an independent consultant. Your date of reporting will be on Monday, 28th January 2019.

This offer of employment is made based on the details furnished by you during the interview and also the above mentioned documents provided for verification and acceptance from you that you will work at the given office location and will be ready to relocate to any location nationwide as work requires.

Compensation: Your monthly gross compensation will be Rs. 7,000/- (Rupee Seven Thousand only) to be paid monthly. Salary will be credited on or before the 7th of each month.

During your employment, you may have access to confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

Work Hours: Work hours will be flexible shift as per the requirement of US time zone.

Termination and Cancellation

- During the first 3 months, company can cancel the engagement with a prior notice of one week, in writing.
- After 3 months, company can cancel the engagement with a prior notice of two weeks, in writing.

We look forward to a long and fruitful association with you and we feel confident that you will contribute to the Company's growth.

Please acknowledge the receipt and offer your acceptance for the same.

For tCognition Consultancy Pvt. Ltd.

DocuSigned by:

B68C2E552871406...
Authorized Signatory

For tCognition Consultancy Pvt. Ltd.

DocuSigned by:

A87645781AE34AA...
Authorized Signatory (US Office)

I accept employment with the Company on the terms and conditions set out in this letter.

Name: Swanand Dhale

Signature

DocuSigned by:

94C70635F83B4B9...

Date: 1/28/2019



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

Sakal Media Group- Campus Placement Drive at CSIBER

2 messages

Placement @ SIBER <cdc@siberindia.edu.in>
 To: VPIMSR Placement <cdc@vpimsr.edu.in>
 Cc: ssjadhav@vpimsr.edu.in

Wed, Feb 27, 2019 at 2:33 PM

We are arranging campus placement drive for Sakal Media Group on 01.03.19 at CSIBER. Kindly pass on this information to the students and let us know the tentative count of students who shall be attending the drive.

Below are the details:

Campus Placement Drive on 01.03.2019
 Reporting Time: will inform shortly
 Venue: Radhabai shinde Hall, CSIBER
 Registration Link: <https://goo.gl/forms/it9ECNUwU5fwq6062>

JOB DESCRIPTION: Management Trainee
 Department – Sales and Marketing
 Location – Pan Maharashtra
 Opening : Kolhapur :10 Satara:10 Sangli:10 Pune:15
 Joining Date – July 2019

Roles & Responsibility -

- Identifying the target customer geographical wise
- Visiting potential customers for new business
- Gathering market and customer information
- Developing the offers by understanding their business needs
- Providing customers with quotations
- Generate the business through sales and marketing activities
- Providing pre-sales and post-sales support
- Persuading clients to buy advertising space
- Offering a price and negotiating
- Maintain customer relations
- Closing the deal and recording the details
- Payment Collection and follow-up
- Tracking the response to client
- Planning of new supplements – area wise
- Participating the events
- Will be responsible for Generating new leads/ cold calling/Meetings with clients/Follow-up/generating advertisement revenue

- Responsible for Ads Space Selling (Online/ Digital Ad Space and lead generation)
- Cold calling on available database.

Education Criteria -

- Should have scored 50% throughout their academics
- Only MBA,(Marketing, Mass Communication) allowed
- 2019 pass outs
- Not more than a year gap during the education
- Excellent communication and interpersonal skills

The annual compensation (CTC) offered will be 3.5 lakhs per annum.

Interview Process:

- Ø Presentation - 1 hr
- Ø Case Study - 30 Min
- Ø Short listing - 30 Min
- Ø Group Discussion - 2 hrs (20 Min per group).
- Ø Personal Interview - 2 hrs. (10 Min per candidate)

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

VPIMSR Placement <cdc@vpimsr.edu.in>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Wed, Mar 6, 2019 at 1:02 PM

Dear Madam,

As per our telephonic conversation, I am sharing the profile of a student for Sakal Media Group.

Please find the attachment.

Kindly check if it is possible to Sakal Media Group to reschedule the interview for this student.

Thank you

Regards,

7/18/22, 2:03 PM


CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH Mail - Sakal Media Group- Campus Place...



Mr. Samadhan Bansode
In charge - CDC |VPIMSR|Sangli-Miraj Road,
Wanlesswadi|Sangli 416416 (Maharashtra)

Mobile- 8600366044|Off.- 0233-2211467| Web: www.vpimsr.edu.in

[Quoted text hidden]

 **Piyush Halunde Resume-MBA.pdf**
559K



Date: 1st March 2019

To,

Branav Bhosale

Subject: - Offer Letter

Dear Candidate,

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of '**Management Trainee**' in **Sakal Media Group**. The details of the offer are as follows.

1. This is only an offer for employment and not the letter of appointment. The appointment letter will be issued to you at the time of joining.
2. Your date of joining will be on Monday, 20th May 2019.
3. Your training period will be for a period of one year from the date of joining.
4. During your training period, if your performance is as per the expectations of the management and is found to be satisfactory, then you will continue in the services of the company.
5. During this period, your annual CTC (cost to company) will be Rs.3,50,000/- (Rupees Three Lakhs Fifty Thousand only) inclusive all. This will be subject to all statutory deductions.
6. Your detailed Job Profile and Key Result Areas will be fixed once you join the company.
7. Your place of posting will be decided based on organization's requirement.
8. The employment status will be reviewed at the time of your post-graduation final examination results and it will be continued subject to your clearance of the same.
9. During this period, you will abide by company policies and code of conduct.

Please confirm your acceptance by signing copy of this letter.

We look forward to your association with the Organization and wish you a long successful career with us.

For **Sakal Media Pvt. Ltd.**,

J. P. Daultani

Tulsi Daultani

Senior Manager-Corporate HR



Date: June 24, 2019

Dear Anisha Rajmane,

We are pleased to offer you a position of **Customer Service Manager, Under the Management Associate - Service Program** at **L1 Level** as per the following terms and conditions.

1. Place of Posting: Mumbai. Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to **Customer Service, Sales Coordination, Collections-Support and Operations** for the company.

2. Working hours: Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks.

3. Probation: You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

4. Compensation Package:

4.1. Salary: As per the structure mentioned below:

Particulars (p.a.)	Amt (Rs.)
Basic Salary	Rs. 180,000
Total Allowances	Rs. 240,000
Fixed Salary	Rs. 420,000
PF	Rs. 21,600
Gross Salary	Rs. 441,600
Mobile & Data Card Allowances	Rs. 9,000
Insurance	Rs. 9,500
Incentive	Rs. 80,000
CTC	Rs. 540,100

4.2. Allowances:

4.2.1. You will be entitled to reimbursement of official calls on mobile phone and use of internet data card/wifi (At present this is Rs. 9,000 p.a.)

4.2.2. Official travel will be reimbursed subject to the policies of the company governing the same.

4.3. Other Benefits:

4.3.1. You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

4.3.2. You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Customer Service Manager are pegged at Rs. 80,000 /- p.a)

4.3.3. You will be covered under the group medical and accident insurance policies of the company

5. General:

5.1 You are expected to devote your whole time, attention and ability to the interest of the company and show total commitment to its goals.

5.2 You will have to maintain absolute secrecy and confidentiality in regard to all the documents and information pertaining to the company and its customers, which you come across in course of your duty.

5.3 You will not engage yourself, in any business of your own or any other business/employment.

5.4 You are expected to treat these terms of employment confidential.

5.5 Breach of any of the above conditions will render you liable for termination of your employment without notice.

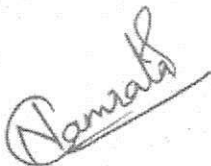
5.6 Any dispute between you and the company concerning or relating to or arising out of this offer shall be subject to the jurisdiction of and be determined by the court of the competent jurisdiction in Mumbai only.

6. **Notice Period:** Either party shall be entitled to terminate the said employment by giving notice or in-lieu of such notice, a sum equal to the basic salary for the notice period.

7. Your **Date of Joining** shall be July 15, 2019.

8. **Acceptance:** Kindly sign the duplicate copy of this letter or send us an email to confirm your acceptance.

For Home First Finance Company India Ltd.



(Authorised Signatory)

I have read the contents of the above offer and accept the same. I will join on _____.

Date: _____

(Signature):



Date: June 24, 2019

Dear Yashashri Suresh Shinde,

We are pleased to offer you a position of **Customer Service Manager, Under the Management Associate - Service Program** at **L1 Level** as per the following terms and conditions.

1. Place of Posting: Pune. Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to **Customer Service, Sales Coordination, Collections-Support and Operations** for the company.

2. Working hours: Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks.

3. Probation: You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

4. Compensation Package:

4.1. Salary: As per the structure mentioned below:

Particulars (p.a.)	Amt (Rs.)
Basic Salary	Rs. 180,000
Total Allowances	Rs. 240,000
Fixed Salary	Rs. 420,000
PF	Rs. 21,600
Gross Salary	Rs. 441,600
Mobile & Data Card Allowances	Rs. 9,000
Insurance	Rs. 9,500
Incentive	Rs. 80,000
CTC	Rs. 540,100

4.2. Allowances:

4.2.1. You will be entitled to reimbursement of official calls on mobile phone and use of internet data card/wifi (At present this is **Rs. 9,000 p.a.**)

4.2.2. Official travel will be reimbursed subject to the policies of the company governing the same.

4.3. Other Benefits:

4.3.1. You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

4.3.2. You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Customer Service Manager are pegged at **Rs. 80,000 /- p.a**)

4.3.3. You will be covered under the group medical and accident insurance policies of the company

5. General:

5.1 You are expected to devote your whole time, attention and ability to the interest of the company and show total commitment to its goals.

5.2 You will have to maintain absolute secrecy and confidentiality in regard to all the documents and information pertaining to the company and its customers, which you come across in course of your duty.

5.3 You will not engage yourself, in any business of your own or any other business/employment.

5.4 You are expected to treat these terms of employment confidential.

5.5 Breach of any of the above conditions will render you liable for termination of your employment without notice.

5.6 Any dispute between you and the company concerning or relating to or arising out of this offer shall be subject to the jurisdiction of and be determined by the court of the competent jurisdiction in Mumbai only.

6. **Notice Period:** Either party shall be entitled to terminate the said employment by giving notice or in-lieu of such notice, a sum equal to the basic salary for the notice period.

7. Your **Date of Joining** shall be July 1, 2019.

8. **Acceptance:** Kindly sign the duplicate copy of this letter or send us an email to confirm your acceptance.

For Home First Finance Company India Ltd.



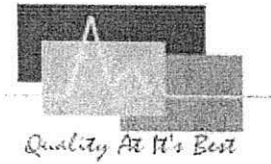
(Authorised Signatory)

I have read the contents of the above offer and accept the same. I will join on _____.

Date: _____

(Signature):

Reliable Analytical Laboratories Pvt. Ltd.



Bldg. No. 125-139, Indian Corporation Complex, Mankoli, Gundwali, Bhivandi., Thane (West) - 421 302, Maharashtra
Phone: +91-2522-662 907 Fax: +91-2522-398 100 (100 lines) Email: info@reliablelabs.org

Date: 8th March 2019

To,
Himgouri Hindurav Gadgil.
Address: - Plot no.299 near water,
Tank taluka karveer panchgaon Rk nagar,
Kolhapur.
Mobile No: - 7057314948
E-mail: - himgourigadgi199@gmail.com

Subject: Appointment Letter

Dear , Himgouri

Please refer to your interview with us on 8th March 2019 we are pleased to inform you that you are appointed as "**Business Development Executive**" in our organization.

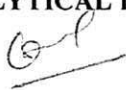
Your appointment would be effective from 15th May 2019 .

In addition to oral/written instructions, office orders, you will be governed by the Rules, Regulations such other Practices, Systems, Polices and Procedures adopted by the Company from time to time.

Kindly return the duplicate copy of this Appointment Letter along with Annexure I & II duly signed by you as a token of your acceptance.

Wishing you the Very Best.

For RELIABLE ANALYTICAL LABORATORIES PVT. LTD.;

(Dr. Vikas Bhardwaj) 

Director

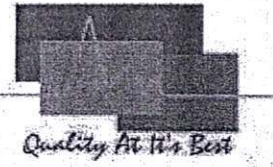
Date: 8th March 2019

Acceptance of Employee:-

Sign 

Name Himgouri H. Gadgil Date 8/3/2019

Reliable Analytical Laboratories Pvt. Ltd.



Bldg. No. 125-139, Indian Corporation Complex, Mankoli, Gundwadi, Bhivandi., Thane (West) - 421 302, Maharashtra
Phone: +91-2522-662 907 Fax: +91-2522-398 100 (100 lines) Email: info@reliablelabs.org

Date: 8th March 2019

To,
Kirti Bawane
Address: - Flat no-401,
Shreyash Amey APT,
Fulewadi Road,
Kolhapur, Pin: 416010.
Mobile No: - 7588257519
E-mail: - bawanekirti3@gmail.com

Subject: Appointment Letter

Dear , Kirti

Please refer to your interview with us on 8th March 2019 we are pleased to inform you that you are appointed as "**Business Development Executive**" in our organization.

Your appointment would be effective from 15th May 2019 .

In addition to oral/written instructions, office orders, you will be governed by the Rules, Regulations such other Practices, Systems, Policies and Procedures adopted by the Company from time to time.

Kindly return the duplicate copy of this Appointment Letter along with Annexure I & II duly signed by you as a token of your acceptance.

Wishing you the Very Best.

For RELIABLE ANALYTICAL LABORATORIES PVT. LTD.;

(Dr. Vikas Bhardwaj)
Director
Date: 8th March 2019

Acceptance of Employee:-

Sign

Name Kirti P. Bawane Date 8 March 2019



OFFER LETTER

Date: 07/08/2019

Ms. Isiati Bawane
CS/BER

Dear Ms. Isiati

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 18th June 2019. 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: _____ DATE: _____



Date: 1st March 2019

To,

Sarvesh Vadgaonkar

Subject: - Offer Letter

Dear Candidate,

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of '**Management Trainee**' in **Sakal Media Group**. The details of the offer are as follows.

1. This is only an offer for employment and not the letter of appointment. The appointment letter will be issued to you at the time of joining.
2. Your date of joining will be on Monday, 20th May 2019.
3. Your training period will be for a period of one year from the date of joining.
4. During your training period, if your performance is as per the expectations of the management and is found to be satisfactory, then you will continue in the services of the company.
5. During this period, your annual CTC (cost to company) will be Rs.3,50,000/- (Rupees Three Lakhs Fifty Thousand only) inclusive all. This will be subject to all statutory deductions.
6. Your detailed Job Profile and Key Result Areas will be fixed once you join the company.
7. Your place of posting will be decided based on organization's requirement.
8. The employment status will be reviewed at the time of your post-graduation final examination results and it will be continued subject to your clearance of the same.
9. During this period, you will abide by company policies and code of conduct.

Please confirm your acceptance by signing copy of this letter.

We look forward to your association with the Organization and wish you a long successful career with us.

For **Sakal Media Pvt. Ltd.,**

T. P. Doultani

Tulsi Doultani

Senior Manager-Corporate HR



Date: 1st March 2019

To
Rahul Kalasgonda

Subject: - Offer Letter

Dear Candidate,

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of '**Management Trainee**' in **Sakal Media Group**. The details of the offer are as follows.

1. This is only an offer for employment and not the letter of appointment. The appointment letter will be issued to you at the time of joining.
2. Your date of joining will be on Monday, 20th May 2019.
3. Your training period will be for a period of one year from the date of joining.
4. During your training period, if your performance is as per the expectations of the management and is found to be satisfactory, then you will continue in the services of the company.
5. During this period, your annual CTC (cost to company) will be Rs.3,50,000/- (Rupees Three Lakhs Fifty Thousand only) inclusive all. This will be subject to all statutory deductions.
6. Your detailed Job Profile and Key Result Areas will be fixed once you join the company.
7. Your place of posting will be decided based on organization's requirement.
8. The employment status will be reviewed at the time of your post-graduation final examination results and it will be continued subject to your clearance of the same.
9. During this period, you will abide by company policies and code of conduct.

Please confirm your acceptance by signing copy of this letter.

We look forward to your association with the Organization and wish you a long successful career with us.

For **Sakal Media Pvt. Ltd.**,

J.P. Daultani

Tulsi Daultani

Senior Manager-Corporate HR



Placement

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

Mon, Feb 4, 2019 at 12:29 PM

To,

Career Development Centre

Chhatrapati Shahu Institute of Business Education and Research Trust

Kind Attn: Ms. Bhakti Bhadra,

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

- 1. Mr. Vihar Kamble- Goa
- 2. Mr. Nihar Suryavanshi- Goa
- 3. Mr. Pankaj Mahajan- Bangalore
- 4. Mr. Brijesh Chibbar - Ahmadabad
- 5. Mr. Sachin Patil- Hyderabad
- 6. Ms. Snehal Yadav- Thane
- 7. Ms. Anisha Rajmane- Thane

Other candidates has been kept on hold.

We looking candidate's to join ASAP

Salary Package: Till final results of MBA candidates will get Rs. 15000/- per month + Travelling allowance

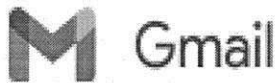
Kindly confirm regarding acceptance of offer by return mail, also let us know about leaves required for Final Sem.

We look forward to welcoming you to RALPL team.

--
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



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

ICICI Prudential interview

3 messages

Placement @ SIBER <cdc@siberindia.edu.in>
To: shilpavaidehi@gmail.com

Sat, Mar 2, 2019 at 2:59 PM

Kindly forward this message to MBA-II a, b, c & d

ICICI Prudential interview is scheduled on 05.03.19 at 10.30 am in room no.1. Attendance for the pre placement talk is compulsory for Finance and Marketing students.

Bhakti BhadraTraining 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

Placement @ SIBER <cdc@siberindia.edu.in>
To: "Ms. Mrunalini P Shinge" <mrunal@siberindia.edu.in>

Sat, Mar 2, 2019 at 2:59 PM

[Quoted text hidden]

Ms. Mrunalini P Shinge <mrunal@siberindia.edu.in>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Sat, Mar 2, 2019 at 3:25 PM

Done

[Quoted text hidden]

--

Miss. Mrunalini P. Shinge
Jr. Clerk

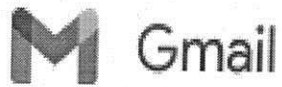
CSIBER, Kolhapur.

Website: www.siberindia.edu.in

Email:- mrunal@siberindia.edu.in

Phone No.0231- 2535706 / 2535707 Mobile:- +918007224281





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

Offer Letter ICICI BANK

1 message

Yuvraj Gaikwad <yuvrajgaikwad995@gmail.com>
To: cdc@siberindia.edu.in

Wed, Jun 19, 2019 at 1:07 PM

Hello Mam,

Good Afternoon,
Kindly find the attachement of Offer letter received by the ICICI BANK. I accepted this offer and joined at 1/Jun/2019 at respective location.

File is secured with password and it is 08/06/1995.

I can't come to Kolhapur at institute timing in the college so I request you please give me FINAL MARKSHEET and give it to KISHOR GURAV MBA DIV. C. I will receive afterwards from him.

thanks and Regards,

Yuvraj Gaikwad,
MBA DIVISION-C,
ROLL NO-135,
CALIBER, KOLHAPUR

 **YUVRAJ GAIKWAD_Pdf.pdf**
652K



PRIVATE AND CONFIDENTIAL

Reference No. - 1383828940

Applicant ID - 3730732

07-May-2019

YUVRAJ GAIKWAD

Dear YUVRAJ,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : charu.shreya@icicibank.com

Telephone No. :

Yours sincerely,

Charu Shreya

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383828940

Applicant ID - 3730732

07-May-2019

YUVRAJ GAIKWAD

Dear YUVRAJ,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in RURAL at OSMANABAD - SAMBHAJI NAGAR_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 22-May-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383828940

YUVRAJ GAIKWAD

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:3:

Reference No. - 1383828940

YUVRAJ GAIKWAD

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

:4:

Reference No. - 1383828940

YUVRAJ GAIKWAD

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

JAISEE MEHTA
CHIEF MANAGER

Digitally signed by JAISEE SUNIL MEHTA
Date: 2019.05.07 20:28:10 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:5:

Reference No. - 1383828940

YUVRAJ GAIKWAD

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,62,000/- (Rupees One Lakh Sixty Two Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383828940

YUVRAJ GAIKWAD

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by JAISEE SUNIL
MEHTA
Date: 2019.05.07 20:28:10 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details

Name : YUVRAJ GAIKWAD
Position: Assistant Manager
Group: RSPPG

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	13,500	1,62,000
Superannuation Allowance **	1050	12,600
Total	21,550	2,58,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	22,973	2,75,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	25,223	3,02,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 07-May-2019

Digitally signed by JAISEE SUNIL MEHTA
Date: 2019.05.07 20:28:10 +05:30
Reason: Offer Letter
Location: Mumbai



PRIVATE AND CONFIDENTIAL

Reference No. - 1383832990

Applicant ID - 3739656

01-Jun-2019

Ankita Dhule

Dear Ankita,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : mansi.gandhi@icicibank.com

Telephone No. :

Yours sincerely,

MANSI GANDHI

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383832990

Applicant ID - 3739656

01-Jun-2019

Ankita Dhule

Dear Ankita,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in SALARY at PUNE_WTC_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 21-Jun-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383832990

Ankita Dhule

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:3:

Reference No. - 1383832990

Ankita Dhule

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

:4:



Reference No. - 1383832990

Ankita Dhule

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Karan Aggarwal
ASSISTANT SECURITY OFFICER

Digitally signed by KARAN AGGARWAL
Date: 2019.06.01 12:24:04 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:5:

Reference No. - 1383832990

Ankita Dhule

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,86,000/- (Rupees One Lakh Eighty Six Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383832990

Ankita Dhule

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by KARAN AGGARWAL
Date: 2019.06.01 12:24:05 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details
Name : Ankita Dhule

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	15,500	1,86,000
Superannuation Allowance **	1050	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	24,973	2,99,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	27,223	3,26,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 01-Jun-2019

Digitally signed by KARAN AGGARWAL
Date: 2019.06.01 12:24:05 +05:30
Reason: Offer Letter
Location: Mumbai



PRIVATE AND CONFIDENTIAL

Reference No. - 1383830396

Applicant ID - 3740024

01-Jun-2019

Chetana Patil

Dear Chetana,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : mansi.gandhi@icicibank.com

Telephone No. :

Yours sincerely,

MANSI GANDHI

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383830396

Applicant ID - 3740024

01-Jun-2019

Chetana Patil

Dear Chetana,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in Branch Banking at PUNE - HINJEWADI PHASE - 2_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 19-Jun-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure. (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383830396

Chetana Patil

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383830396

Chetana Patil

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.



Reference No. - 1383830396

Chetana Patil

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Karan Aggarwal
ASSISTANT SECURITY OFFICER

Digitally signed by KARAN AGGARWAL
Date: 2019.06.01 12:20:39 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:5:

Reference No. - 1383830396

Chetana Patil

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,86,000/- (Rupees One Lakh Eighty Six Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

Reference No. - 1383830396

Chetana Patil

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by KARAN AGGARWAL
Date: 2019.06.01 12:20:39 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details
Name : Chetana Patil

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	15,500	1,86,000
Superannuation Allowance **	1050	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	24,973	2,99,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	27,223	3,26,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 01-Jun-2019

Digitally signed by KARAN AGGARWAL
Date: 2019.06.01 12:20:39 +05:30
Reason: Offer Letter
Location: Mumbai



PRIVATE AND CONFIDENTIAL

Reference No. - 1383829705

Applicant ID - 3739557

01-Jun-2019

Umesh Kadam

Dear Umesh,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : mansi.gandhi@icicibank.com

Telephone No. :

Yours sincerely,

MANSI GANDHI

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383829705

Applicant ID - 3739557

01-Jun-2019

Umesh Kadam

Dear Umesh,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in Branch Banking at JALGAON - NUTAN COLLEGE_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 21-Jun-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1383829705

Umesh Kadam

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:3:

Reference No. - 1383829705

Umesh Kadam

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

:4:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1383829705

Umesh Kadam

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

JAISEE MEHTA
CHIEF MANAGER

Digitally signed by JAISEE SUNIL MEHTA
Date: 2019.06.01 13:37:02 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383829705

Umesh Kadam

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,62,000/- (Rupees One Lakh Sixty Two Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

Reference No. - 1383829705

Umesh Kadam

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by JAISEE SUNIL
MEHTA
Date: 2019.06.01 13:37:02 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details
Name : Umesh Kadam

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	13,500	1,62,000
Superannuation Allowance **	1050	12,600
Total	21,550	2,58,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	22,973	2,75,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	25,223	3,02,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 01-Jun-2019

Digitally signed by JAISEE SUNIL MEHTA
Date: 2019.06.01 13:37:02 +05:30
Reason: Offer Letter
Location: Mumbai



PRIVATE AND CONFIDENTIAL

Reference No. - 1383833022

Applicant ID - 3739323

24-May-2019

Saloni Rajeshirke

Dear Saloni,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : mansi.gandhi@icicibank.com

Telephone No. :

Yours sincerely,

MANSI GANDHI

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383833022

Applicant ID - 3739323

24-May-2019

Saloni Rajeshirke

Dear Saloni,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in SALARY at PUNE - SHIVAJINAGAR_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 21-Jun-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383833022

Saloni Rajeshirke

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:3:

Reference No. - 1383833022

Saloni Rajeshirke

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

:4:

Reference No. - 1383833022

Saloni Rajeshirke

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Karan Aggarwal
ASSISTANT SECURITY OFFICER

Digitally signed by KARAN AGGARWAL
Date: 2019.05.24 16:30:54 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383833022

Saloni Rajeshirke

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,86,000/- (Rupees One Lakh Eighty Six Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

Reference No. - 1383833022

Saloni Rajeshirke

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by KARAN AGGARWAL
Date: 2019.05.24 16:30:55 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details
Name : Saloni Rajeshirke

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	15,500	1,86,000
Superannuation Allowance **	1050	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	24,973	2,99,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	27,223	3,26,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-May-2019

Digitally signed by KARAN AGGARWAL
 Date: 2019.05.24 16:30:55 +05:30
 Reason: Offer Letter
 Location: Mumbai



PRIVATE AND CONFIDENTIAL

Reference No. - 1383814284

Applicant ID - 3730710

09-May-2019

Devika Raju Bhosale

Dear Devika,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : mansi.gandhi@icicibank.com

Telephone No. :

Yours sincerely,

MANSI GANDHI

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383814284

Applicant ID - 3730710

09-May-2019

Devika Raju Bhosale

Dear Devika,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CARDS at PANAJI - TALEIGAO_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 29-May-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383814284

Devika Raju Bhosale

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:3:

Reference No. - 1383814284

Devika Raju Bhosale

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

:4:



Reference No. - 1383814284

Devika Raju Bhosale

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

JAISEE MEHTA
CHIEF MANAGER

Digitally signed by JAISEE SUNIL MEHTA
Date: 2019.05.09 17:33:08 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383814284

Devika Raju Bhosale

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,62,000/- (Rupees One Lakh Sixty Two Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

Reference No. - 1383814284

Devika Raju Bhosale

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by JAISEE SUNIL
MEHTA
Date: 2019.05.09 17:33:08 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details
Name : Devika Raju Bhosale

Position: Assistant Manager

Group: RSPPG

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	13,500	1,62,000
Superannuation Allowance **	1050	12,600
Total	21,550	2,58,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	22,973	2,75,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	25,223	3,02,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 09-May-2019

Digitally signed by JAISEE SUNIL MEHTA

Date: 2019.05.09 17:33:09 +05:30

Reason: Offer Letter

Location: Mumbai



PRIVATE AND CONFIDENTIAL

Reference No. - 1383843524

Applicant ID - 3711978

01-Jun-2019

Ajinkya Nikam

Dear Ajinkya,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : mansi.gandhi@icicibank.com

Telephone No. :

Yours sincerely,

MANSI GANDHI

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383843524

Applicant ID - 3711978

01-Jun-2019

Ajinkya Nikam

Dear Ajinkya,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in EDUCATION LOAN at PUNE - HINJEWADI PHASE - 2_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 19-Jun-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurta Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1383843524

Ajinkya Nikam

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:3:

Reference No. - 1383843524

Ajinkya Nikam

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

:4:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1383843524

Ajinkya Nikam

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Karan Aggarwal
ASSISTANT SECURITY OFFICER

Digitally signed by KARAN AGGARWAL

Date: 2019.06.01 12:44:37 +05:30

Reason: Offer Letter

Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383843524

Ajinkya Nikam

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,86,000/- (Rupees One Lakh Eighty Six Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.



:6:

Reference No. - 1383843524

Ajinkya Nikam

Benefits:

- Comprehensive Medclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by KARAN AGGARWAL
Date: 2019.06.01 12:44:38 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



Remuneration Details

Name : Ajinkya Nikam

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	15,500	1,86,000
Superannuation Allowance **	1050	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	24,973	2,99,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	27,223	3,26,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 01-Jun-2019

Digitally signed by KARAN AGGARWAL

Date: 2019.06.01 12:44:38 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vardodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383832850

Applicant ID - 3739773

24-May-2019

Nikita Upadhye

Dear Nikita,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : lalita.ganesan@icicibank.com

Telephone No. :

Yours sincerely,

Lalita Ganesan

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383832850

Applicant ID - 3739773

24-May-2019

Nikita Upadhye

Dear Nikita,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in SALARY at MUMBAI - MALAD MINDSPACE_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 19-Jun-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383832850

Nikita Upadhye

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:3:

Reference No. - 1383832850

Nikita Upadhye

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

:4:



Reference No. - 1383832850

Nikita Upadhye

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Karan Aggarwal
ASSISTANT SECURITY OFFICER

Digitally signed by KARAN AGGARWAL
Date: 2019.05.24 17:24:57 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:5:

Reference No. - 1383832850

Nikita Upadhye

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,98,000/- (Rupees One Lakh Ninety Eight Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383832850

Nikita Upadhye

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by KARAN AGGARWAL
Date: 2019.05.24 17:24:58 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details
Name : Nikita Upadhye

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	16,500	1,98,000
Superannuation Allowance **	1050	12,600
Total	24,550	2,94,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	25,973	3,11,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,223	3,38,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-May-2019

Digitally signed by KARAN AGGARWAL
Date: 2019.05.24 17:24:58 +05:30
Reason: Offer Letter
Location: Mumbai



PRIVATE AND CONFIDENTIAL

Reference No. - 1383826228

Applicant ID - 3740001

01-Jun-2019

Poonam Nahulikar

Dear Poonam,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : mansi.gandhi@icicibank.com

Telephone No. :

Yours sincerely,

MANSI GANDHI

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383826228

Applicant ID - 3740001

01-Jun-2019

Poonam Nahulikar

Dear Poonam,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in Branch Banking at PUNE - KOTHRUD - PAUD ROAD_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 21-Jun-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383826228

Poonam Nahulikar

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:3:

Reference No. - 1383826228

Poonam Nahulikar

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

:4:



Reference No. - 1383826228

Poonam Nahulikar

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Karan Aggarwal
ASSISTANT SECURITY OFFICER

Digitally signed by KARAN AGGARWAL
Date: 2019.06.01 11:42:56 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383826228

Poonam Nahulikar

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,86,000/- (Rupees One Lakh Eighty Six Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

Reference No. - 1383826228

Poonam Nahulikar

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by KARAN AGGARWAL
Date: 2019.06.01 11:42:56 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remuneration Details

Name : Poonam Nahulikar
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	15,500	1,86,000
Superannuation Allowance **	1050	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	24,973	2,99,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	27,223	3,26,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 01-Jun-2019

Digitally signed by KARAN AGGARWAL
Date: 2019.06.01 11:42:57 +05:30
Reason: Offer Letter
Location: Mumbai

Jun 17, 2019.

Miss. Vidula Vishwas Karvekar
Subject: Job Offer

Dear Miss. Vidula Karvekar,

At the outset, as you step into the portal of our organization, we wish you the very best and welcome you with a positive note that your association with us will be long lasting, exciting and rewarding.

With reference to your job application, followed by subsequent interviews, **INDOCAYS Pvt Ltd** is pleased to offer you a job as "**Jr. US IT Recruiter**" in our Company on the following terms and conditions as given below:

- a) The job will initiate with a probation period Six month.
- b) Your monthly Cost to Company (CTC) would be Rs. 15,000/- per month.
- c) You will be working with us in US Shift (Work time/working hours may vary as per the business need)
- d) Detail of detailed salary structure will be provided upon appointment.
- e) You are requested to join us on 17th Jun 2019. At the time of joining, you are required to submit copies of the following documents to Human Resources Department:
 - a. A copy of your relieving letter or resignation acceptance letter from your recent last employer.
 - b. Copy of Credentials. (Graduation onwards).
 - c. Proof of CTC (Copy of offer letter/Increment letter/ Pay slips of the recent last employer).
 - d. Four color copies of your recent photographs.
 - e. PAN and Aadhar card copy.
 - f. Photocopy of your passport, if any.

Upon joining, the company will issue an appointment cum bond letter, by signing that you will be an abiding member of INDOCAYS Pvt. Ltd., and all terms and conditions mentioned in Appointment letter will be applicable to you.

We trust that your knowledge, skills and experience will become our most valuable assets. Considering you a potential employee, we welcome you in the employment of **INDOCAYS Pvt Ltd.**

Yours sincerely,
For INDOCAYS PVT. LTD.



Kailas U. Pawar
HR Manager

INDOCAYS PVT LTD

Regd office: Software Technology Parks India Block-D "Shivalik", Plot No P5, IT Park, Behind Renuka Temple
Kolhapur, Maharashtra, India, 416003 CIN.NO- U74999PN2017PTC172669, Mobile : 8380004201

Email : kailas@cayscorp.com

Jun 17, 2019.

Miss. Mitali Mahesh Mirajkar
Subject: Job Offer

Dear Miss. Mitali Mirajkar,

At the outset, as you step into the portal of our organization, we wish you the very best and welcome you with a positive note that your association with us will be long lasting, exciting and rewarding.

With reference to your job application, followed by subsequent interviews, **INDOCAYS Pvt Ltd** is pleased to offer you a job as **"Jr. US IT Recruiter"** in our Company on the following terms and conditions as given below:

- a) The job will initiate with a probation period Six month.
- b) Your monthly Cost to Company (CTC) would be Rs. 15,000/- per month.
- c) You will be working with us in US Shift (Work time/working hours may vary as per the business need)
- d) Detail of detailed salary structure will be provided upon appointment.
- e) You are requested to join us on 17th Jun 2019. At the time of joining, you are required to submit copies of the following documents to Human Resources Department:
 - a. A copy of your relieving letter or resignation acceptance letter from your recent last employer.
 - b. Copy of Credentials. (Graduation onwards).
 - c. Proof of CTC (Copy of offer letter/Increment letter/ Pay slips of the recent last employer).
 - d. Four color copies of your recent photographs.
 - e. PAN and Aadhar card copy.
 - f. Photocopy of your passport, if any.

Upon joining, the company will issue an appointment cum bond letter, by signing that you will be an abiding member of INDOCAYS Pvt. Ltd., and all terms and conditions mentioned in Appointment letter will be applicable to you.

We trust that your knowledge, skills and experience will become our most valuable assets. Considering you a potential employee, we welcome you in the employment of **INDOCAYS Pvt Ltd.**

Yours sincerely,
For INDOCAYS PVT. LTD.



Kailas D. Pawar
HR Manager

INDOCAYS PVT LTD

Regd office: Software Technology Parks India Block-D "Shivalik", Plot No P5, IT Park, Behind Renuka Temple
Kolhapur, Maharashtra, India, 416003 CIN.NO- U74999PN2017PTC172669, Mobile : 8380004201

Email : kailas@cayscorp.com

Avadhoot Bhosale
9823637349/8975907373

the
EVENTS
studio
Adhere To Accomplish

Mr. Vivek Madhukar Kalkhambkar from CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION AND RESEARCH, Kolhapur from M.com Department has been working with **The Event Studio** from 20th February 2019 for the **Lokmat & Gillette** Organization as Volunteer for the short term period. His working period is from 20th February 2019 to 25th March 2019. So kindly allow him to fulfill his project with your permission.

We appreciate his contribution to making this event a successful one.

Regards,

Mr. Avadhoot Bhosale

(The Event Studio)



Avadhoot Bhosale
9823637349/8975907373

the
EVENTS
studio
Adhere To Accomplish

Mr. Devraj Dattatray Dhavale from CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION AND RESEARCH, Kolhapur from M.com Department has been working with **The Event Studio** from 20th February 2019 for the **Lokmat & Gillette** Organization as Event Coordinator for the short term period. His working period is from 20th February 2019 to 25th March 2019. So kindly allow him to fulfill his project with your permission.

We appreciate his contribution to making this event a successful one.

Regards,

Mr. Avadhoot Bhosale

(The Event Studio)





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

RE: Campus DRIVE SIBER

4 messages

Nitin R. Patil <nitinr.patil@slkgroup.com>

Wed, Feb 6, 2019 at 6:39 PM

To: "cdc@siberindia.edu.in" <cdc@siberindia.edu.in>, "svravan@siberindia.edu.in" <svravan@siberindia.edu.in>

Dear Madam/ Sir,

Please find below the Campus drive results.

Kindly circulate the attached Job description for preparation with below selected students for the said date. Kindly reach out to me for any further assistance.

Sr. No	Name	Contact Number	Achieved Score	Cleared	Collage	Interview Dates
1	Vrushali D. Ingle	7798146229	13	Yes	CSIBR	2/8/2019 @ 3 pm. Location: SLK Global Solution Pvt Ltd.
2	Sayali D. Patil	8698090890	13	Yes	CSIBR	
3	Rohit K. Borchate	9730536656	14	Yes	CSIBR	
4	Ajay P. Jadhav	8007887432	13	Yes	CSIBR	
5	Sharvari J. Chendake	9423839494	14	Yes	CSIBR	

Thanks & Regards,

Nitin R Patil | Talent Acquisition | Kolhapur



SLK Global Solutions Pvt. Ltd | Direct – 0231-26619300 | Ext – 7304 | Mobile: 9923199935

Plant Trees. Take care of our environment.. Think Green.

From: Nitin R. Patil**Sent:** Wednesday, January 23, 2019 12:45 PM**To:** 'cdc@siberindia.edu.in' <cdc@siberindia.edu.in>; 'svravan@siberindia.edu.in' <svravan@siberindia.edu.in>**Subject:** Campus DRIVE SIBER**Importance:** High

Dear sir/ Madam,

Please find below required qualification skill set for campus drive/ candidate registration.

Graduation must be from Commerce background.

1. **Bcom** with MBA (Finance and Marketing /Environment/ Production only).
2. Or **Mcom** with MBA (Finance and Marketing /Environment/ Production only).

Position : Associate Team Member / Financial analyst. Job location : Kolhapur.

Company Name: SLK Global Solution Pvt Ltd.

Campus drive date: 30 Jan 2019

Interview procedure : Company information-> APTI test for Finance domain only->If possible First round of interview will be conducted-> Results will be declared in next 2 days.

Thanks & Regards,

Nitin R Patil | Talent Acquisition | Kolhapur



SLK Global Solutions Pvt. Ltd | Direct – 0231-26619300 | Ext – 7304 | Mobile: 9923199935

Plant Trees. Take care of our environment.. Think Green.

From: Nitin R. Patil
Sent: Friday, January 18, 2019 3:46 PM
To: kiran pol <polkiran74@gmail.com>
Subject: RE: Invitation for MEGA POOL DRIVE KIT
Importance: High

Dear Sir,

It's our pleasure to be attend this campus drive on 29th Jan 2019.

We will be there @ 10:30 am. Please lets know the Venu / Block to register the name at the time of Drive.


Thanks & Regards,

Nitin R Patil | Talent Acquisition | Kolhapur



7/18/22, 1:00 PM

CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH Mail - RE: Campus DRIVE SIBER
SLK Global Solutions Pvt. Ltd | Direct - 0231-26619300 | Ext - 7304 | Mobile: 9923199935

 Plant Trees. Take care of our environment.. Think Green.

From: kiran pol [mailto:polkiran74@gmail.com]
Sent: Thursday, January 17, 2019 5:03 PM
To: Nitin R. Patil <nitinr.patil@slkglobalsolution.com>
Subject:

CAUTION: External Email; Verify Sender's Address; Open attachments cautiously; Respond or Act With Diligence.

Dear
Sir/Madam

Sub-Invitation for MEGA POOL DRIVE

Greetings from KIT's IMER Kolhapur, Maharashtra

With immense pleasure we invite prestigious organization like yours,
for the MEGA POOL DRIVE arranged for MBA students

We expect around 500 MBA Post Graduates for it, The Date of
the drive is scheduled on last week of January 2019. (29 Jan to 2 Feb)

KIT's Institute of Management Education and Research, Kolhapur
established in 1994, reflects the vision of leading industrialist and
educationalist. The vast experience and exposure of its founders has
helped KIT's IMER to emerge as leading management institute.

The institute has been awarded 'A' Grade by NAAC with CGPA of 3.06


KIT's IMER has an excellent track record of providing managerial
personnel to the business houses and industries across the country.
KIT's IMER is affiliated to Shivaji University, Kolhapur (Maharashtra)
and approved by AICTE.

I expect you to be part of the MEGA POOL DRIVE. Looking forward for a
positive response. As early as possible

Thanks & Regards,
Prof Kiran A Pol
TPO

KIT's Institute of Management Education & Research,
Gokul Shirgaon, Kolhapur (Maharashtra) 416234

Email: tpo@kitimer.in
Mobile-9960935566
Visit us to: www.kitimer.in

 **JD Financial Spreading.pdf**
183K

Placement @ SIBER <cdc@siberindia.edu.in>
To: "Nitin R. Patil" <nitinr.patil@slkggroup.com>

Wed, Feb 6, 2019 at 6:52 PM

Dear Nitin,

Thank you for sharing the list. As discussed, students are going for industrial visit to bangalore and will be returning on 11th.
Let me know a suitable dater after 11th.

[Quoted text hidden]

Nitin R. Patil <nitinr.patil@slkggroup.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Wed, Feb 6, 2019 at 7:08 PM

<https://mail.google.com/mail/u/0/?ik=998b17b9e4&view=pt&search=all&permthid=thread-f%3A1624725103647836281&siml=msg-f%3A162472...> 3/5


7/18/22, 1:00 PM

CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH Mail - RE: Campus DRIVE SIBER

Nitin R Patil | Talent Acquisition | Kolhapur



SLK Global Solutions Pvt. Ltd | Direct – 0231-26819300 | Ext – 7304 | Mobile: 9923199935

 Plant Trees. Take care of our environment.. Think Green.

From: Placement @ SIBER [mailto:cdc@siberindia.edu.in]
Sent: Wednesday, February 6, 2019 6:53 PM
To: Nitin R. Patil <nitinr.patil@slkgroup.com>
Subject: RE: Campus DRIVE SIBER

CAUTION: External Email; Verify Sender's Address; Open attachments cautiously; Respond or Act With Diligence.

[Quoted text hidden]

----- PLEASE NOTE -----

[Quoted text hidden]

Dear Bhakti,

Appreciate the quick revert. Let's make it on 13th Feb 2019 on same time.

Kindly share the JD with selected students and ask them for preparing.

Thanks & Regards,

Nitin R Patil | Talent Acquisition | Kolhapur



SLK Global Solutions Pvt. Ltd | Direct – 0231-26619300 | Ext – 7304 | Mobile: 9923199935

Plant Trees. Take care of our environment.. Think Green.

[Quoted text hidden]

[Quoted text hidden]

----- PLEASE NOTE -----

Our email domain has changed to '@slkgroup.com'.

----- DISCLAIMER -----

The information contained and transmitted by this e-mail is proprietary to the SLK Group of companies and is intended solely for the use of the individual or entity to whom it is addressed and others authorized to receive it. It may contain privileged or confidential information or information exempt from disclosure as per applicable law. If you are not the intended recipient or responsible for delivery to the intended recipient, you may not copy, deliver, distribute or print this message. If it is a forwarded message, it may not have been sent with the authority of any of the entities in the SLK Group of companies. Any views or opinions are individual to the sender and are not the opinion of or endorsed by any of the entities in the SLK Group of companies. This message and attachments has been virus checked. None of the entities in the SLK Group of companies will accept any claims for loss or damages arising out of viruses.

Nitin R. Patil <nitinr.patil@slkgroup.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Fri, Feb 15, 2019 at 3:53 PM

Dear Bhakti,

I would like to congratulate below student. He is selected in final interview. Request you to kindly update him, about his DOJ we will update you on this.

I would look forward, more Campus drive with SIBER in future. Thanks for your support.

Sr. No	Name	Contact Number	Achieved Score	Cleared	Collage
4	Ajay P. Jadhav	8007887432	13	Yes	CSIBR

Thanks & Regards,

SLK GLOBAL SOLUTIONS

Branch Office : "Survey No. 156/1A,
Old Pune - Bangalore Road,
Village - Ujalaiwadi,
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.

A handwritten signature in black ink, appearing to be 'JMC'.

Strictly Confidential

Page 1 of 3

6. **Probation & Confirmation:** You are initially appointed on a six month probation period. The Company reserves the right to extend the probationary period an additional period up to six (6) months, at Company's sole discretion. Your services shall be deemed to be on probation until you receive a formal written confirmation letter from the Company. During probation period the Company reserves the right to terminate your employment without any notice, if your performance or conduct is not found to be satisfactory to the Company.
7. **Full time employment:** Your position in the Company is a full time employment and thus, you will work exclusively for the Company. You will not take up any other work/job/position, permanent or temporary, either for remuneration or on advisory capacity in any other trade or business during the period of your employment with the Company, without prior permission of the Company in writing.
8. **Transfer or Deputation:** You will be liable to be transferred or deputed in such capacity as the Company may from time to time determine, to any other location, department and branch of the Company or its clients' sites in India or abroad at no extra remuneration.
9. **Attendance and Punctuality:** You will be required to follow normal working hours of the location to which you are assigned. You will also be required to work on shift depending upon business exigency of the Company. You will be regular and punctual in your attendance. Any leave or late coming to office must have prior approval by the Company and must be intimated to the reporting manager by you well before the start of shift.
10. **Confidential and Proprietary Information:** You will not at any time, without the prior written consent of the Chief Operations Officer of the Company, disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out which may be confided to you or become known to you in the course of your service or otherwise for a period of Five year following the termination of such employment, the Employee shall not in any manner solicit or induce any employee or representative of the Company to quit his or her position with the Company. You will be required to sign an undertaking to this effect.
11. **Use of Software Licenses / Internet / E-Mail:** The Company disclaims any misuse or illegal use of Software Licenses available on the Internet or otherwise, access to internet, In the event, any third party claims arises as a result of any misuse or illegal use of Software available on the internet, by the employee, the employee shall hold, defend and indemnify the Company and their respective officers, directors, employees, successors and assigns, harmless from and against any and all claims, demands, proceedings, suits and actions, including any related liabilities, obligations, losses, damages, penalties, fines, judgments, settlements, expenses (including attorneys' and accountants' fees and disbursements) and costs (collectively, "Claims"), incurred by, borne by or asserted against the Company. Company's e-mail or such other facilities as may be extended to the employees. You will be required to sign an undertaking to this effect.
12. **Policy on Anti Sexual Harassment:** The Company disapproves sexual harassment of any kind in the Company. As such the Company has a well defined Anti- Sexual harassment policy. You are expected to be aware and strictly adhere to the said policy and not indulge 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 or your functional leadership shall designate an officer to whom you shall hand over 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 and in most transparent manner. 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-Mar-19 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-Mar-19

Full Name: **Jotiba Arun Chavan**

Strictly Confidential

Page 3 of 3

SLK GLOBAL SOLUTIONS

Branch Office : "Survey No. 156/1A,
Old Pune - Bangalore Road,
Village - Ujalaiwadi,
Taluka - Karveer, Dist. Kolhapur -416004,
Maharashtra, India. T +91 231 661 9300



APPT/SLKGLOBAL/2018

25-Mar-19

Vivek Madhukar Kalkhambkar

1059, Brahmaling Galli, Near Maruti Mandir, A/P Sulga, Tal Belgavi, Dist Belgavi, State
Karnataka 591108

Dear Vivek,

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 **25-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

6. **Probation & Confirmation:** You are initially appointed on a six month probation period. The Company reserves the right to extend the probationary period an additional period up to six (6) months, at Company's sole discretion. Your services shall be deemed to be on probation until you receive a formal written confirmation letter from the Company. During probation period the Company reserves the right to terminate your employment without any notice, if your performance or conduct is not found to be satisfactory to the Company.
7. **Full time employment:** Your position in the Company is a full time employment and thus, you will work exclusively for the Company. You will not take up any other work/job/position, permanent or temporary, either for remuneration or on advisory capacity in any other trade or business during the period of your employment with the Company, without prior permission of the Company in writing.
8. **Transfer or Deputation:** You will be liable to be transferred or deputed in such capacity as the Company may from time to time determine, to any other location, department and branch of the Company or its clients' sites in India or abroad at no extra remuneration.
9. **Attendance and Punctuality:** You will be required to follow normal working hours of the location to which you are assigned. You will also be required to work on shift depending upon business exigency of the Company. You will be regular and punctual in your attendance. Any leave or late coming to office must have prior approval by the Company and must be intimated to the reporting manager by you well before the start of shift.
10. **Confidential and Proprietary Information:** You will not at any time, without the prior written consent of the Chief Operations Officer of the Company, disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out which may be confided to you or become known to you in the course of your service or otherwise for a period of Five year following the termination of such employment, the Employee shall not in any manner solicit or induce any employee or representative of the Company to quit his or her position with the Company. You will be required to sign an undertaking to this effect.
11. **Use of Software Licenses / Internet / E-Mail:** The Company disclaims any misuse or illegal use of Software Licenses available on the Internet or otherwise, access to internet, In the event, any third party claims arises as a result of any misuse or illegal use of Software available on the internet, by the employee, the employee shall hold, defend and indemnify the Company and their respective officers, directors, employees, successors and assigns, harmless from and against any and all claims, demands, proceedings, suits and actions, including any related liabilities, obligations, losses, damages, penalties, fines, judgments, settlements, expenses (including attorneys' and accountants' fees and disbursements) and costs (collectively, "Claims"), incurred by, borne by or asserted against the Company. Company's e-mail or such other facilities as may be extended to the employees. You will be required to sign an undertaking to this effect.
12. **Policy on Anti Sexual Harassment:** The Company disapproves sexual harassment of any kind in the Company. As such the Company has a well defined Anti- Sexual harassment policy. You are expected to be aware and strictly adhere to the said policy and not indulge 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 or your functional leadership shall designate an officer to whom you shall hand over 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 and in most transparent manner. 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 : 25-Mar-19 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: **25-Mar-19**

Full Name: **Vivek Madhukar Kalkhambkar**

SLK GLOBAL SOLUTIONS

Branch Office : "Survey No. 156/1A,
Old Pune - Bangalore Road,
Village - Ujalaiwadi,
Taluka - Karveer, Dist. Kolhapur -416004,
Maharashtra, India. T +91 231 661 9300



APPT/SLKGLOBAL/2018
18-Mar-19

Vrushali Dhananjay Ingale

14/103, L B Shastri Nagar, Mhada Colony, Sagar Mal, Near Mangal Murti Hospital, Kolhapur,
State Maharashtra 416008

Dear **Vrushali**,

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

6. **Probation & Confirmation:** You are initially appointed on a six month probation period. The Company reserves the right to extend the probationary period an additional period up to six (6) months, at Company's sole discretion. Your services shall be deemed to be on probation until you receive a formal written confirmation letter from the Company. During probation period the Company reserves the right to terminate your employment without any notice, if your performance or conduct is not found to be satisfactory to the Company.
7. **Full time employment:** Your position in the Company is a full time employment and thus, you will work exclusively for the Company. You will not take up any other work/job/position, permanent or temporary, either for remuneration or on advisory capacity in any other trade or business during the period of your employment with the Company, without prior permission of the Company in writing.
8. **Transfer or Deputation:** You will be liable to be transferred or deputed in such capacity as the Company may from time to time determine, to any other location, department and branch of the Company or its clients' sites in India or abroad at no extra remuneration.
9. **Attendance and Punctuality:** You will be required to follow normal working hours of the location to which you are assigned. You will also be required to work on shift depending upon business exigency of the Company. You will be regular and punctual in your attendance. Any leave or late coming to office must have prior approval by the Company and must be intimated to the reporting manager by you well before the start of shift.
10. **Confidential and Proprietary Information:** You will not at any time, without the prior written consent of the Chief Operations Officer of the Company, disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out which may be confided to you or become known to you in the course of your service or otherwise for a period of Five year following the termination of such employment, the Employee shall not in any manner solicit or induce any employee or representative of the Company to quit his or her position with the Company. You will be required to sign an undertaking to this effect.
11. **Use of Software Licenses / Internet / E-Mail:** The Company disclaims any misuse or illegal use of Software Licenses available on the Internet or otherwise, access to internet, In the event, any third party claims arises as a result of any misuse or illegal use of Software available on the internet, by the employee, the employee shall hold, defend and indemnify the Company and their respective officers, directors, employees, successors and assigns, harmless from and against any and all claims, demands, proceedings, suits and actions, including any related liabilities, obligations, losses, damages, penalties, fines, judgments, settlements, expenses (including attorneys' and accountants' fees and disbursements) and costs (collectively, "Claims"), incurred by, borne by or asserted against the Company. Company's e-mail or such other facilities as may be extended to the employees. You will be required to sign an undertaking to this effect.
12. **Policy on Anti Sexual Harassment:** The Company disapproves sexual harassment of any kind in the Company. As such the Company has a well defined Anti- Sexual harassment policy. You are expected to be aware and strictly adhere to the said policy and not indulge 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 or your functional leadership shall designate an officer to whom you shall hand over 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 and in most transparent manner. 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.

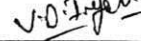
Yours sincerely,
For SLK Global Solutions Pvt. Ltd.,


(Sachin Patil – AVP-Operations)

Dated : 18-Mar-19 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-Mar-19**

Full Name: **Vrushali Dhananjay Ingale**

SLK GLOBAL SOLUTIONS

Branch Office : "Survey No. 156/1A,
Old Pune - Bangalore Road,
Village - Ujalaiwadi,
Taluka - Karveer, Dist. Kolhapur -416004,
Maharashtra, India. T +91 231 661 9300



APPT/SLKGLOBAL/2018
18-Mar-19

Dipak Ramchandra Buva

**Buva Galli, A/P Kadalage Budruk, Dholgarwadi, Tal Chandgad, Dist Kolhapur, State
Maahrashtra 416507**

Dear **Dipak**,

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

6. **Probation & Confirmation:** You are initially appointed on a six month probation period. The Company reserves the right to extend the probationary period an additional period up to six (6) months, at Company's sole discretion. Your services shall be deemed to be on probation until you receive a formal written confirmation letter from the Company. During probation period the Company reserves the right to terminate your employment without any notice, if your performance or conduct is not found to be satisfactory to the Company.
7. **Full time employment:** Your position in the Company is a full time employment and thus, you will work exclusively for the Company. You will not take up any other work/job/position, permanent or temporary, either for remuneration or on advisory capacity in any other trade or business during the period of your employment with the Company, without prior permission of the Company in writing.
8. **Transfer or Deputation:** You will be liable to be transferred or deputed in such capacity as the Company may from time to time determine, to any other location, department and branch of the Company or its clients' sites in India or abroad at no extra remuneration.
9. **Attendance and Punctuality:** You will be required to follow normal working hours of the location to which you are assigned. You will also be required to work on shift depending upon business exigency of the Company. You will be regular and punctual in your attendance. Any leave or late coming to office must have prior approval by the Company and must be intimated to the reporting manager by you well before the start of shift.
10. **Confidential and Proprietary Information:** You will not at any time, without the prior written consent of the Chief Operations Officer of the Company, disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out which may be confided to you or become known to you in the course of your service or otherwise for a period of Five year following the termination of such employment, the Employee shall not in any manner solicit or induce any employee or representative of the Company to quit his or her position with the Company. You will be required to sign an undertaking to this effect.
11. **Use of Software Licenses / Internet / E-Mail:** The Company disclaims any misuse or illegal use of Software Licenses available on the Internet or otherwise, access to internet, In the event, any third party claims arises as a result of any misuse or illegal use of Software available on the internet, by the employee, the employee shall hold, defend and indemnify the Company and their respective officers, directors, employees, successors and assigns, harmless from and against any and all claims, demands, proceedings, suits and actions, including any related liabilities, obligations, losses, damages, penalties, fines, judgments, settlements, expenses (including attorneys' and accountants' fees and disbursements) and costs (collectively, "Claims"), incurred by, borne by or asserted against the Company. Company's e-mail or such other facilities as may be extended to the employees. You will be required to sign an undertaking to this effect.
12. **Policy on Anti Sexual Harassment:** The Company disapproves sexual harassment of any kind in the Company. As such the Company has a well defined Anti- Sexual harassment policy. You are expected to be aware and strictly adhere to the said policy and not indulge 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 or your functional leadership shall designate an officer to whom you shall hand over 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 and in most transparent manner. 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-Mar-19 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-Mar-19**

Full Name: **Dipak Ramchandra Buva**

SLK GLOBAL SOLUTIONS

Branch Office : "Survey No. 156/1A,
Old Pune - Bangalore Road,
Village - Ujalaiwadi,
Taluka - Karveer, Dist. Kolhapur -416004,
Maharashtra, India. T +91 231 661 9300



APPT/SLKGLOBAL/2015

Date: 21 March 2019

Candidate Name: Rohit Borchate

Address: A/P Pohale tarf Alate, Tal-Panhala, Kolhapur.416229

Dear Rohit Borchate,

Congratulations! We have pleasure in offering you the position of "Associate Team Member".

You will be paid **Monthly Gross Salary of Rs. 11,306 /-** Please report to work on or before **22 March 2019**, at **11:00 AM** along with the documents/items listed in the Annexure. This offer of employment is subject to background verification, antecedents and testimonials. You will be required to undergo training and the company will conduct regular performance evaluation.

You are initially appointed on a six monthly probation period. The Company reserves the right to extend the probation period at its sole discretion. Your services shall be deemed to be on probation until you receive a formal confirmation in writing. The Company reserves the right to terminate employment if your performance is not found to be satisfactory during the Probation period.

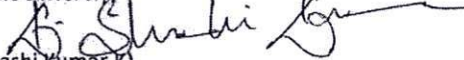
Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical and drug (applicable only for Banking services employees) tests at the laboratory identified in the attached reference letter. Please contact the laboratory directly to fix up an appointment to ensure the reports reach us by **22 March 2019**.

This offer of employment is valid up to **22 March 2019**, beyond which this will be treated as cancelled.

You will be given a detailed appointment order upon joining the company and completing required joining formalities.

We welcome you to join the team envisioning to excel!

Yours sincerely,


(Shashi Kumar K)

Lead-Recruitment

Annexure

13. Salary break-up sheet
14. Documents/things required at the time of joining SLK Global Solutions Pvt. Ltd
15. Referral letter for medical tests

I agree & accept the terms and conditions of employment as mentioned above and will join on _____.

Name: _____ Signature: _____

Address: _____ Phone: _____

_____ PIN _____ Date: _____

SLK GLOBAL SOLUTIONS

Branch Office : "Survey No. 156/1A,
Old Pune - Bangalore Road,
Village - Ujalaiwadi,
Taluka - Karveer, Dist. Kolhapur -416004,
Maharashtra, India. T +91 231 661 9300



APPT/SLKGLOBAL/2015
Date: 29 April 2019

Candidate Name: Kishor Ramchandra Gurav

Address: A/P Pishavi, Tal-Shauwdi, Dit-Kolhapur. 416213

Dear Kishor Ramchandra Gurav ,

Congratulations! We have pleasure in offering you the position of "Associate Team Member".

You will be paid Monthly Gross Salary of Rs. 11,306 /- Please report to work on or before 29 April 2019, at 11:00 AM along with the documents/items listed in the Annexure. This offer of employment is subject to background verification, antecedents and testimonials. You will be required to undergo training and the company will conduct regular performance evaluation.

You are initially appointed on a six monthly probation period. The Company reserves the right to extend the probation period at its sole discretion. Your services shall be deemed to be on probation until you receive a formal confirmation in writing. The Company reserves the right to terminate employment if your performance is not found to be satisfactory during the Probation period.

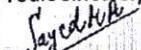
Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical and drug (applicable only for Banking services employees) tests at the laboratory identified in the attached reference letter. Please contact the laboratory directly to fix up an appointment to ensure the reports reach us by 29 April 2019.

This offer of employment is valid up to 29 April 2019, beyond which this will be treated as cancelled.

You will be given a detailed appointment order upon joining the company and completing required joining formalities.

We welcome you to join the team envisioning to excel!

Yours sincerely,


(Sayed Mauzam)

Lead-Recruitment

Annexure

1. Salary break-up sheet
2. Documents/things required at the time of joining SLK Global Solutions Pvt. Ltd
3. Referral letter for medical tests

I agree & accept the terms and conditions of employment as mentioned above and will join on _____.

Name: _____ Signature: _____

Address: _____ Phone: _____

_____ PIN _____ Date: _____



OFFER LETTER

Date: 07/09/2019

Ms. Poiya V. Poojari
CSIBER

Dear Ms. Poiya

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 18th June 2019. 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: _____ DATE: _____



OFFER LETTER

Date: 08/03/2019

Mr. Gokul Patil
CEIBER

Dear Gokul

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 18th June 2019. 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: Gokul Vishnu Patil DATE: 08/03/2019



OFFER LETTER

Date: 07/03/2019

Mr. Ajay Jadhav

CEBOP

Dear Ajay

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 18th June 2019. 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: Jadhav A.P. NAME: Mr. Ajay Popat Jadhav DATE: 08/03/2019.



OFFER LETTER

Date: 07/03/2019

Mrs. Gouzi' for Bakshi

CSIBR

Dear Mrs Gouzi

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 18th June 2019. 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: A.M. Baski NAME: Gouzi Mukund Bakshi DATE: 8/3/2019



OFFER LETTER

Date: 07/08/2019

Mr. Pranav Bhosale
CSIBER

Dear Pranav

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 18th June 2019. 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: [Signature] NAME: Pranav V. Bhosale DATE: 8/8/2019



OFFER LETTER

Date: 07/03/2019

Mrs. Nitesh Manwadkar
CSIBK

Dear Nitesh

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 18th June 2019. 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!

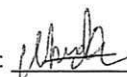

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* 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: Nitesh V. Manwadkar DATE: 8/3/2019



Date: 1st March 2019

To,

Nihar Suryavanshi

Subject: - Offer Letter

Dear Candidate,

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of '**Management Trainee**' in **Sakal Media Group**. The details of the offer are as follows.

1. This is only an offer for employment and not the letter of appointment. The appointment letter will be issued to you at the time of joining.
2. Your date of joining will be on Monday, 20th May 2019.
3. Your training period will be for a period of one year from the date of joining.
4. During your training period, if your performance is as per the expectations of the management and is found to be satisfactory, then you will continue in the services of the company.
5. During this period, your annual CTC (cost to company) will be Rs.3,50,000/- (Rupees Three Lakhs Fifty Thousand only) inclusive all. This will be subject to all statutory deductions.
6. Your detailed Job Profile and Key Result Areas will be fixed once you join the company.
7. Your place of posting will be decided based on organization's requirement.
8. The employment status will be reviewed at the time of your post-graduation final examination results and it will be continued subject to your clearance of the same.
9. During this period, you will abide by company policies and code of conduct.

Please confirm your acceptance by signing copy of this letter.

We look forward to your association with the Organization and wish you a long successful career with us.

For **Sakal Media Pvt. Ltd.,**

J. P. Doultani

Tulsi Doultani

Senior Manager-Corporate HR

Date : 15-Jun-2019

Name : PRIYADARSHANI KIRAN GAVALI

Address : NEAR MARUTI MANDIR 54 B WARD SUBHASH NAGAR KOLHAPUR 416012

Employee Code : AS408306

Dear Sir / Madam,

We are pleased to appoint you in our organization as **SALES EXECUTIVE (Grade – E1)** in the **CREDIT CARD -MMI Affluent Card Channel** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **18-Jun-19** . Your place of work shall presently be at **KOLHAPUR**.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	4800	57600
HRA	1920	23040
Conveyance Allowance	1600	19200
Special Allowance	4326	51912
Local Conveyance	1000	12000
Employer Provident Fund	1407	16884
Employer ESIC	649	7788
CTC	15702	188424

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.

3. Gratuity :

Employee will be eligible for payment of Gratuity subject to fulfillment of the payment of Gratuity Act of 1972.

4. Incentive Scheme :

You will participate in the Sales Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you on your joining us. Kindly note that you will not have any right to claim any performance incentive from the company, if you resign or abscond or if you are separated from the company for whatsoever reason.

It is further agreed between you and company that the incentive payable if any, based on your performance and productivity is in lieu of any other bonus including bonus based on profits payable under any law.

5. Transfer :

The Organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

6. Leave :

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by competent authority. No leaves can be taken during probation period. Women employees who have completed working 80 days with the organization shall be eligible for Maternity leave as per the policy.

7. Unauthorized Leave / Absence :

If you are on unauthorized leave and absent for more than seven (7) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

8. Job Profile :

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

9. Professional Ethics and Confidentiality :

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related

information (which you may possess by reason of your association with the organization) outside the organization.

10. Notice Period:

During the probation period either party can terminate the services by giving 3 days' notice or Basic salary in lieu thereof at organization's discretion. After confirmation, either party can terminate the services by giving 7 days' notice or Basic salary in lieu thereof at organization's discretion. After successful completion of orientation period either party may terminate the employment under this Appointment letter by issuing 7 days' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc provided during your tenure in the company for carrying official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 7 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 7 days.

11. Reference Check

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references who have supervised you in professional capacity at same stage in your academic / professional career.

12. Termination of Employment :

Your services with the organization are liable to be terminated in the event of :

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you ; and
- d) Your performance level is below the expected level and / or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of Company's (client's) code of conduct.

13. Retirement / Statutory Benefits :

You will be eligible for Retirement Benefits of the organization namely Provident Fund and Gratuity as per the company policy which will be governed by relevant laws to this effect

14. Change in the Personal Details :

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.



The terms and conditions of employment set out in this letter of appointment constitutes service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Mumbai** will have exclusive jurisdiction with regards to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditioned mentioned herein.

A list of documents to be submitted at the time of joining is given for your information. We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

With warm regards,
For **IKYA Human Capital Solutions** (A division of Qess Corp Limited)

Tej Hans Raj Singh
Vice President - Operations | Staffing

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

Name: PRIYADARSHANI KIRAN GAVALI
Signature:.....

Emp Id: AS408306

Place:.....

Date:.....



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

Selected students list for Internship

1 message

Anuj Patil <anuj.patil@jkwealth.in>
Reply-To: Anuj Patil <anuj.patil@jkwealth.in>
To: cdc@siberindia.edu.in
Cc: Hemant bhai Shaha <hemant@jkindia.com>

Wed, Aug 22, 2018 at 11:51 AM

To,

Bhakti Bhadra Mam

Dear Mam,

Following students have been selected by us for internship:

1. KARAN CHAVAN
2. SANKET BHANDARE
3. POOJA CHOUGULE
4. PAYAL PATIL
5. AMRUTA TAANUGADE
6. SHAMAL JADHAV
7. SAMIKSHA BHAMBURE
8. SHARVARI CHENDAKE

Please take note of this and do the needful. Thanking you. Regards

ANUJ PATIL (BUSINESS HEAD)

Contact: 960 70 30 400

**WEALTH
MANAGEMENT**

Patil,Anuj.vcf
1K



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

shortlisted MBA candidates Summary

2 messages

satyapriya shinde <satyapriya.shinde@gmail.com>
To: cdc@siberindia.edu.in

Wed, Aug 22, 2018 at 5:36 PM

Dear Bhakti,

We thank you on behalf of UES pvt.ltd and Heliosol for your support and initiative taken for arranging interviews for your students, we are herewith attaching list of shortlisted candidates we would like you to go through. We will get back to you on coming Friday for further discussions

Thank you with regards,
Satyapriya Shinde.

----- Forwarded message -----

From: **Vishal Dubal** <vishal.dubal24@gmail.com>

Date: Tue, Aug 21, 2018, 7:47 PM

Subject: shortlisted MBA candidates Summary

To: Nilkanth Shinde <energyunishivaji@gmail.com>, tanmay pawale <tanmaypawale@gmail.com>, satyapriya shinde <satyapriya.shinde@gmail.com>

Sir

PFA

MBA shortlisted candidates

1. Abhilash Ganthade-Icchalkaranji Native
2. Ms H Gadgil -RK nagar Kop
3. Sonali Sadre BBA-MBA
4. Anil Ugale -BE Electronics,MBA -Parbhani
5. Shubham Powar MSc Nano Suk-
6. Ajay Jadhav Bcom-pandharpur sangol

and their information.

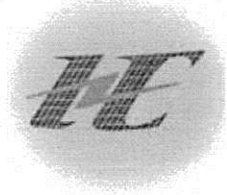
Regards.

Mr. VISHAL VIJAY DUBAL***Executive Operations & Business Development******Heliosol Energy Pvt. Ltd.***


PH. NO. - +91 72760 36899

cid:image002.jpg@01D41F5B.1B8541F0

2 attachments



0D8D06EFEB0C49D68BF2EE154509422D.jpg
4K

 shortlisting.docx
15K

Placement @ SIBER <cdc@siberindia.edu.in>
To: satyapriya shinde <satyapriya.shinde@gmail.com>

Fri, Aug 31, 2018 at 4:28 PM

Hello,

Greetings for the day!

Please find the attached schedule as discussed.

Bhakti Bhadra

Training and Placement Officer
Career Development Centre


Chhatrapati Shahu Institute of Business Education and Research Trust

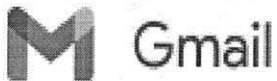
E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]

 HELIOSOL LIVE PROIJECT.xlsx
11K



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

Shortlisted Students for US IT Recruiter Profile

1 message

Diksha Patil <diksha.patil@tcognition.com>

Wed, Jan 16, 2019 at 4:51 PM

To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Cc: Kiran Jadhav <kiran.jadhav@tcognition.com>

Hello Bhakti

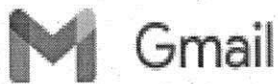
Please find the below candidates who are shortlisted for US IT Recruiter profile at tCognition.

- 1) Swanand Dhale
- 2) Nihar Suryavanshi
- 3) Sachin Patil
- 4) Nitin Kore
- 5) Tanvi Suryavanshi
- 6) Sherya Kittur
- 7) Sonali Kore

Please provide their confirmation ASAP so that I can schedule their final round of interview with US team.

--

*Warm Regards,***Diksha Patil | HR Recruiter****p : (0231)-2682-333****M : (+91) 7743812746****diksha.patil@tcognition.com****tCognition : Relentless Pursuit of Excellence**



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

Short Listed Candidates

1 message

 jyoti Rupnar <jyotir.affordableenergy@gmail.com>

Sun, Feb 17, 2019 at 11:02 AM

To: Cdc@siberindia.edu.in

Dear Madam,

We are glad to inform you that, two candidates from your instute has been selected for the post of Marketing Exicutives for the region of Kolhapur & Ratnagiri district.Please convey us expected date of joining as soon as possible.

The details are given below,

1. Miss.Sonali S. Sadare

2. Atharv Vitthal Shukla

Pay Scale,

CTC:- 1.56 Lack / Year

Segeregation :- (8K + 5K incentive)

Target :- 10KW /Month

TA:- At actul.

Thanks & Regards,

Jyoti Rupnar

HR Head,

Mob:- 8380014555

Afordable Solar Energy Pvt. Ltd.Pune

Affordable Energy Pvt. Ltd.

12,Kookaburra Way, Gosnells ,WA 6112,

Australia

Date: 09 May 2018

Mr Sumit Vivek Velhal
2135 B Ward Mangalwar 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

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

Doc ID: TL/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.

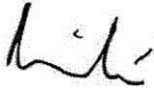
TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly 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

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

Doc ID: TL/C44EADA97D2

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.

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

Doc ID: TL/C44EADA97D2



VISA EXPENSES

Upon completion of probationary period, the company shall provide you an employment visa. However, if you are being sponsored by your husband/father etc, you shall be given labour card as per the rules and regulation of UAE Government. The expenses to obtain a normal visa/labour card shall be taken care of by the company, however, in case of any additional expenses, such as penalty by Labour Department, visa transfer or any other expenses which the UAE Government impose, shall not be paid by the company.

TERM OF EMPLOYMENT

The term of this Agreement shall be a period of [2] years, commencing from the date of your employment Visa/Labour Card or end of probationary period, whichever is earlier. Upon successful completion of 2 years, both the parties have the right to carry-on the contract for further 2 years or to terminate the contract upon mutual agreement.

TERMINATION OF CONTRACT

In case of termination of contract prior to the contractual period, the employee shall give a notice period of 60 days to the company and to handover all the responsibilities to the concerned department. Apart from that in case of the employee resigns from the company prior to 2 years of contract period, all the expenses incurred by the company in order to obtain your visa/labour card, shall be recovered from your settlement.

LEAVE

Upon successful completion of 12 months employment with us, you shall be entitled to avail one-month leave with prior approval from the authorities.

LEAVE SALARY:

Upon completion of 12 months of your employment with us, you shall be entitled to avail one month basic salary towards leave salary.

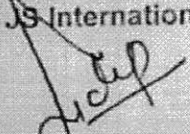
Air Ticket:

You shall be entitled to avail return Air Ticket (Economy Class) in any of the budgeted air lines from Dubai to your country sectors every year. However, the maximum amount for the same is limited to Dhs 1,500/-, subject to the value prevailing at that particular time.

Please sign on the duplicate copy of this letter as a token of your acceptance, and we sincerely welcome you to our company.

Thanking you,

Yours sincerely,
For JS International LLC


Sudeep Joseph
Managing Director



Signature of Albert George
(as a token of acceptance)





JS/PERS-08

June 1, 2018

Mr. ALBERT GEORGE
DUBAI – UAE
Mob: 056-5414953

Dear Mr. Albert,

Reference is made to your application and subsequently the interview with us, we are glad to offer you an employment in our company with the following terms and conditions:-

Position	:	Admin – Executive
Date of Joining	:	June 1, 2018
Area of Job	:	Head Office, Dubai, UAE
Salary	:	
	Basic Salary	: Dhs. 1,500.00
	Special Allowances	: Dhs. 500.00
	House Rent Allowances	: Provided by the Company
	Travelling Allowances	: Provided by the Company
	Total	Dhs. 2,000.00

Probation:

You shall be on probation for a period of 3 months from the date of your joining. In the event of satisfactory performance during your probationary period, you shall be allowed to continue your employment with us. You shall be asked to stop working with the company in the event of unsatisfactory performance during your probationary period.

Duties & Responsibilities

You shall be held responsible for the following:-

- You should be able to carry-on all kinds of office duties, such as, posting entries in tally Software, letter drafting, e-mailing, collecting information from internet and various other sources, filing, presentations, invoicing and payment updates, quotations, taking care of products and stocks etc.
- You should help all our sales ladies in obtaining collection from their clients and to make sure that the same has deposited in our bank.
- You should be reporting the Managing Director of the company, therefore, apart from the above works all his personal or family related works of him shall also be taken care of, which includes, booking air tickets, hotels etc.
- You should be coordinating with all the sales staff to remind their responsibilities in terms of sales and collections and orders.
- You should make sure that the company has incurred lesser expenses in terms of buying stationeries, petrol & fuel and other accessories etc.
- You should be punctual to the office timings.

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.

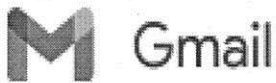
14. Acceptance of our offer

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



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

Certificate for completion of Elite_FMCG Sales Training

1 message

Bejobbed Campus <campus@bejobbed.com>
To: Abhilash Ganthade <ganthadeabilash@gmail.com>
Cc: "Placement @ SIBER" <cdc@siberindia.edu.in>

Tue, Nov 6, 2018 at 3:51 PM

Dear Abhilash Ganthade ,

The hard work has finally paid off

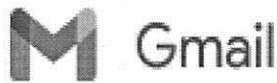
It is our honor to present the student with the attached certificate

Congratulations!!!

Thanks & Regards
Bejobbed Incorporation Pvt Ltd
8291-950698/259385/259383



Abhilash Certificate for ELite_FMCG Sales Training.jpg
1943K



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

Fwd: DMart School -

1 message

Shamal Jadhav <shamal9121996@gmail.com>
To: cdc@siberindia.edu.in

Tue, Mar 12, 2019 at 4:13 PM

----- Forwarded message -----

From: **Jayashree Iyengar** <jayashree.iyengar@dmartindia.com>
Date: Tue, 12 Mar 2019, 2:55 pm
Subject: DMart School -
To:

Dear,

Congratulations on your selection with DMart!!

As per the process to continue with the joining formalities , you are a step behind.

Please find the Hiring Sheet attached.

Fill in all the tabs as per below instructions and send it to me.

- 1.) **Hiring tab-** Fill all the details, kindly follow date format as instructed in the sheet.
- 2.) **Family details-** mention each member of your family along with the DOB and the relationship with you.
- 3.) **Education -** Mention the academic credentials of yours from start- end date, course , institute name and location along with percentage (10th, 12th, Graduation, Post Graduation).
- 4.) **Nomination for Gratuity & PF(Provident Fund) -** Nominate your father or mother for the same.
- 5.) **Address-** Mention 3 address for contacting , Permanent , present and emergency contact address, kindly mention their name address contact no, relationship with you . Please mention Aadhar address as permanent address.
- 6.) **Send the scan of your (i)PAN , (ii)Aadhar(front n back with address details visible on it DOB- dd/mm/yy), (iii)CTC acceptance [kindly ignore if already done].**

Request not to change the subject line.

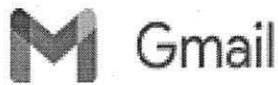
Contact - Jayashree-7506970844 for queries.

Regards,
Jayashree - HR
D-Mart (Head Office)
Avenue Supermarts Ltd.
Board Line:022 - 71230964

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

 **Hiring Sheet for DMart School.xlsx**
152K



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

Abhishika Bhosale- We are delighted to offer you a position as an "HR Executive" with our company

5 messages

Vasant Manwadkar/Microtek Systems <vasant@microteksystems.net>

Thu, May 2, 2019 at 1:00 PM

To: Shikha Bhosale <shikha1770@gmail.com>

Cc: "cdc@siberindia.edu.in" <cdc@siberindia.edu.in>, Shripad Baride <Shripad.Baride@microteksystems.net>

Abhishikha,

Further to your application for employment with us, and the subsequent interview process, we are delighted to offer you a position as an "HR Executive" with our company. This offer is valid up to 20th May 2019; hence please communicate your acceptance before the date.

As a token of your acceptance, please sign this offer letter and return the copy to the undersigned at the earliest. If any questions, please talk to Mr. Shripad Baride at 9970160619.

With warm greetings, we welcome you to MAIARA TECHNOLOGIES Family and wish you a meticulous and bright career with us.

Thank you.

Vasant Manwadkar

Founder and Chief Executive Officer

Microtek Systems Inc.

5550 Sterrett Pl., Suite 311

Columbia MD 21044 USA

Email: Vasant@Microteksystems.net

Phone: Office: +1-408-416-3536, Mobile: +1-410-865-9331

Web: www.Microteksystems.net

From: Shikha Bhosale <shikha1770@gmail.com>**Date:** Tuesday, April 30, 2019 at 9:13 AM**To:** Vasant Manwadkar/Microtek Systems <vasant@microteksystems.net>**Subject:** Application for a role of Trainee HR and admin

Dear Sir/ Mam,

I am Abhishika Sagar Bhosale, pursuing MBA in HR (2017-19 batch) from Chh. Shahu Institute of Business Education and Research, Kolhapur.

I have experience in recruitment process during my internship in HR consultancy.


I am sending you the resume attached herewith. Please consider same.

Yours thankfully,

Abhishika Bhosale

This e-mail and any attachments are confidential and intended solely for the addressee and may also be privileged or exempt from disclosure under applicable law. If you are not the addressee, or have received this e-mail in error, please notify the sender immediately, delete it from your system and do not copy, disclose or otherwise act upon any part of this e-mail or its attachments. Internet communications are not guaranteed to be secure or virus-free. Microtek Systems Inc. and its associated companies do not accept responsibility for any loss arising from unauthorised access to, or interference with, any Internet communications by any third party, or from the transmission of any viruses. Replies to this e-mail may be monitored by the Microtek for operational or business reasons. Any opinion or other information in this e-mail or its attachments that does not relate to the business of the Microtek is personal to the sender and is not given or endorsed by the Microtek.

This e-mail and any attachments are confidential and intended solely for the addressee and may also be privileged or exempt from disclosure under applicable law. If you are not the addressee, or have received this e-mail in error, please notify the sender immediately, delete it from your system and do not copy, disclose or otherwise act upon any part of this e-mail or its attachments. Internet communications are not guaranteed to be secure or virus-free. Microtek Systems Inc. and its associated companies do not accept responsibility for any loss arising from unauthorised access to, or interference with, any Internet communications by any third party, or from the transmission of any viruses. Replies to this e-mail may be monitored by the Microtek for operational or business reasons. Any opinion or other information in this e-mail or its attachments that does not relate to the business of the Microtek is personal to the sender and is not given or endorsed by the Microtek.

 **Abhishika Bhosale Offer Letter.pdf**
159K

Vasant Manwadkar/Microtek Systems <vasant@microteksystems.net>
To: "cdc@siberindia.edu.in" <cdc@siberindia.edu.in>
Cc: Parijat Rajendra <rajendraparijat@gmail.com>

Sat, May 25, 2019 at 3:48 AM

Madam

Just for your information.

Shika joined on Monday. On Tuesday with 10 seconds notice by informing us on WhatsApp that her mother is admitted to hospital, she left office. After I followed up after 3-4 days, she told us that she is not going to join back. This is very unprofessional and unethical. We waited for her for 3 weeks by rejecting other candidates. Her mother may be sick but her intent was not to join back was not communicated properly. We can not do anything for our lost efforts but thought of informing you.

Thank you.

Vasant Manwadkar

Founder and Chief Executive Officer

Microtek Systems Inc.

5550 Sterrett Pl., Suite 311

Columbia MD 21044 USA

Email: Vasant@Microteksystems.net

Phone: Office: +1-408-416-3536, Mobile: +1-410-865-9331

Web: www.Microteksystems.net


Sent from my iPhone


Begin forwarded message:

[Quoted text hidden]

[Quoted text hidden]

2 attachments

 **Abhishika Bhosale Offer Letter.pdf**
159K

 **ATT00001.htm**
1K

Placement @ SIBER <cdc@siberindia.edu.in>
To: Vasant Manwadkar/Microtek Systems <vasant@microteksystems.net>

Mon, Jun 3, 2019 at 1:22 PM

Dear Sir,

I couldn't revert as i was on medical leave. It is very disappointing and disheartening for us to hear this as she has been a sincere student.

We can understand that lot of time and efforts were put in for this selection process and regret inconvenience caused due to her. Thank you for informing us, We will speak to her and find out the problem.

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

[Quoted text hidden]

Vasant Manwadkar/Microtek Systems <vasant@microteksystems.net>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Mon, Jun 3, 2019 at 7:01 PM

Many institutions penalize the candidates for doing this. It gives wrong experience and message to the employer. No problem.

[Quoted text hidden]

[Quoted text hidden]

Placement @ SIBER <cdc@siberindia.edu.in>
To: Vasant Manwadkar/Microtek Systems <vasant@microteksystems.net>

Tue, Jun 4, 2019 at 12:39 PM

We do take action at our end and debar the students from further placements. But unfortunately the candidate has passed out.

Please let me know if i can help you with another candidate. If any candidate is interested, I can arrange a Skype call.

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]



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

Shortlisted students list for internship

1 message

himgouri Gadgil <himgouri.heliosol@gmail.com>

Thu, Oct 11, 2018 at 3:43 PM

To: cdc@siberindia.edu.in

Dear Bhakti madam,

Yesterday Heliosol Energy Pvt. Ltd. organized internship interviews for CSBIER MBA students. Below is the list of selected candidates:

- 1) Auja Mohan Shinde.
- 2) Priya Vasant Poojari.
- 3) Gokul Vishnu Patil.

The internship commencement date will start from 15th Oct 2018 for 90 days for the above students.

Thanking you

Yours faithfully,

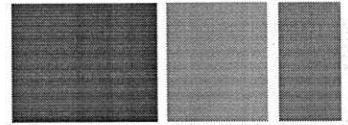
Himgouri H. Gadgil.

Admin Manager.

Satyapriya Shinde.

VP Operations.

Heliosol Energy Pvt. Ltd.



Date: February 25, 2019

Offer Letter

Dear Hemant Salokhe,

We are pleased to offer you the position of “Research Associate – Industrial and Consumer Goods” in our organization. You are requested to join duties with effect from **March 04, 2019** at our **Pune Office**, for this offer to be valid.

Should you accept this job offer, as per company policy you'll be eligible to receive the following upon your appointment / confirmation into the services.

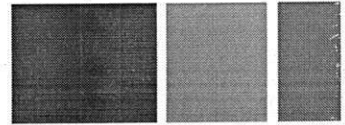
Salary Structure:

Salary Components	Monthly	Annually
Basic + Dearness Allowance	12000	144000
House Rent Allowance	4800	57600
Conveyance	2000	24000
Medical Allowance	1500	18000
Uniform Allowance	1000	12000
Other allowance	2700	32400
Gross Annual Salary	24000	288000
Employee Contribution To Provident Fund	1440	17280
Professional Tax	200	2500
Contribution to Employee Welfare Fund	150	1800
Net Earnings	22210	266420
Health Insurance Premium - Yearly	--	5000
Employer Contribution To Provident Fund	1440	17280
CTC	--	310280

Probation & Training Period:

As per our Company policy, you will be on probation for a period of 3-6 months and then, based on your performance and review you will be taken to the next level of employment in the organization.

While on probation, you will be provided ‘on the job’ training for business report writing and research activities.



Service Agreement:

In case the employee, for any reason, leaves the services of the company before the period of 15 months, from the date of confirmation of services, then he/she shall forthwith pay a sum of Rs.1,00,000/- (Rupees one Lac only) being the indemnification of the cost of training to the company. The employee undertakes not dispute the amount and shall pay the amount, before requesting for formal relieving order from the company & at the same time company has full right to initiate the appropriate legal proceeding against the employee.

Duties and Responsibilities:

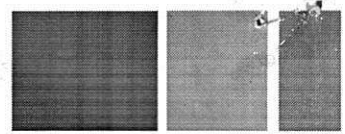
- Assist in the development of a market-leading database
- Managing the delivery of insightful and original market / product / company analysis in both quantitative (databases, models) and qualitative (profiles, presentations, reports) forms and taking responsibility for their production to publishable standards
- Playing a key role in developing new team products, processes and content
- Conduct primary research with key opinion leaders in the industry and contribute in building a panel of experts in the industry
- Conduct secondary research to build the analytical sections within each report and to identify data-points / market trends etc.

Reporting Structure:

Your immediate reporting will be to the **Domain Manager - Industrial and Consumer Goods**; however you will also be interacting with the Operation Head on case to case basis.

Copyrights and Disclosure:

- During the period of your association with the company, you are not liable to disclose any content/data/information about the company
- Works or designs originated, conceived, written, or made by you or in which you have participated with others, either on completion or in marketable form, should be presented promptly when required by the company
- All rights and copyrights of the work/material you produce either at the company's premises or elsewhere will belong to the company
- You will not, whether during or after the termination of your job, divulge any important information affecting the business and image of the company, to anybody



Changes to your Terms of Job:

The Company reserves the right to make reasonable changes to any terms and conditions of the job. Candidate is responsible to fulfill all the obligations that he/she may have with previous employers before joining Transparency Market Research Pvt. Ltd. Candidate also agrees that Transparency Market Research Pvt. Ltd. is not liable for any obligations that candidate may have with his/her previous employers.

Cancellation:

This offer and your employment with Transparency Market Research is contingent on your satisfactory completion of all verification and / or background reference checks, which may occur at any time prior to / after your effective joining date.

Transparency Market Research holds the right to defer or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

We express our wholehearted warm wishes towards beginning your career with us and welcome you to Transparency Market Research.

Acceptance of Offer

I have carefully read and understood the terms and conditions of my engagement mentioned above and I accept them totally and shall abide by them

Name:

Signature:

Date:

Place:

OFFER LETTER

Mr. Hemant Lahoti
167, Guru warpethcha wadi
Chowk karad,
Pune

Dear Hemant

With your subsequent interview with us, we are pleased to inform you that you have been selected for the profile of "Sales Executive" in our organization.

You will be based at Pune location and your date of joining would be **21st May 2019** but not later than one week from the date of joining, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.


1. Copies of Educational certificates.
2. Address proof and Pan Card.
3. Bank A/C details and cancelled cheque.
4. 2 passport size photographs.

We look forward to you joining our team for long, successful and mutually beneficially association.

For Tradexl Media Pvt. Ltd.

Hemant Lahoti

TRADEXL MEDIA PVT. LTD.


Auth Signatory

Regards,
Nancy Manchanda
Human Resource

Head Office:

Plot No 345 4th Floor Udyog Vihar, Phase - 2 Gurgaon Haryana 122016 (INDIA)
Phone: +91-124 - 4287444, **E-mail:** sales@kxi.co.in, **Website:** www.konnectionindia.com
Branches: Ahmedabad | Rajkot | Ludhiana | Jalandhar | Meerut | Indore | Chandigarh

Annexure
Cost To Company

Name	Hemant Lahoti
Designation	Sales Executive
DOJ	21-May-2019
Department	Sales and Marketing
Location	Pune
Annual Cost to the Company	INR 2,52,900

Basic	15,100.00
HRA	5,925.00
Conveyance Allowance	0.00
Special Allowance	0.00
Medical Reimbursement	0.00
Monthly Gross Salary	21,025.00
Provident Fund Employee	0.00
Labour Welfare Fund Employee	25.00
ESI Fund Employee	0.00
Taken Salary In Hand	21,000.00
Provident Fund Employer	0.00
Labour Welfare Fund Employer	50.00
ESI Fund Employer	0.00
Monthly Cost To Company	21,075.00

Note:

1. In hand salary shall be subject to TDS deductions.
2. Salary Structure can be changed as per the discretion of the Company

For Tradexl Media Pvt. Ltd.

Hemant Lahoti

Head Office:

Plot No 345 4th Floor Udyog Vihar, Phase - 2 Gurgaon Haryana 122016 (INDIA)

Phone: +91-124 - 4287444, **E-mail:** sales@kxi.co.in, **Website:** www.konnectionindia.com

Branches: Ahmedabad | Rajkot | Ludhiana | Jalandhar | Meerut | Indore | Chandigarh



Campus Drive -CSIBER

Manisha Miraje <Manisha_Miraje@ajg.com>
To: "cdc@siberindia.edu.in" <cdc@siberindia.edu.in>

Mon, May 6, 2019 at 11:56 AM

Hi Bhakti,

Please find below the list of students who are pending with Ops and final round of interview :

Highlighted below are pending with HR and Ops round of interview.

Requesting if you can ask them to visit office on Monday 13th May 2019 for further interview process.

SNO	NAME	DEPT/COLLEGE
1	Shreya Mahaveer Kittur	CSIBER College
2	Anuradha Shankar Magdum	CSIBER College
3	Nitesh Vitthal Manwadkar	CSIBER College
4	Krushna Tukaram Nirmal	CSIBER College
5	Poonam Dattatray Mendke	CSIBER College
7	Snehal Jayawant Patil	CSIBER College
8	Saloni Rajeshirke	CSIBER College
9	Shweta Salokhe	CSIBER College
10	Dipti Suryavanshi	CSIBER College
11	Komal Jayant Patil	CSIBER College
12	Pratik Padmakar Jawalkar	CSIBER College
13	Pooja Jinendra Koregave	CSIBER College
14	Swapnali Bagal	CSIBER College

[Quoted text hidden]

**Campus Drive -CSIBER**

Manisha Miraje <Manisha_Miraje@ajg.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Thu, Feb 21, 2019 at 3:54 PM

Hi Bhakti,

Please find below the list of students shortlisted during the campus drive for CSIBER college , Kolhapur.

Below students are through Aptitude test and HR round , and will need to visit office for ops rounds of interview . please let me know when we can schedule their further round of interview accordingly will make the arrangements .

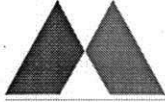
SNO	NAME	DEPT/COLLEGE	Contact
1	Shreya Mahaveer Kittur	CSIBER College	9011083108
2	Anuradha Shankar Magdum	CSIBER College	9921099342
3	Nitesh Vitthal Manwadkar	CSIBER College	9595884697
4	Krushna Tukaram Nirmal	CSIBER College	9595959722
5	Poonam Dattatray Mendke	CSIBER College	8605261703
6	Priya Vasant Poojari	CSIBER College	7758970227
7	Snehal Jayawant Patil	CSIBER College	9890193474

Regards,

Manisha M

Human Resources | Gallagher Service Center LLP |

Manisha_Miraje@ajg.com |Direct - 0231 66 23 671 |Mobile - 9158259898|



MAIARA TECHNOLOGIES
Private Limited

Registered Office : 2nd Floor, Fortune Plaza,
Thube Park, Shivajinagar, Pune- 411 005, India
Phone : +91-20-25511465
Email : contact@maiara.in | Web : www.maiara.in
CIN: U72900PN2017PTC172382
GSTIN: 27AALCM3095R1ZJ

Ref. No. 02/May-2019

Date: 2nd May 2019

To,
Ms. Abhishika Sagar Bhosale
Rajendra Nagar, Kolhapur, 416004

Subject: Offer Letter

Dear Abhishika,

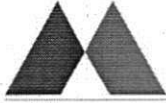
Further to your application for employment with us, and the subsequent interview process, we are delighted to offer you a position as an **"HR Executive"** with our company. This offer is valid up to 20th May 2019; hence please communicate your acceptance before the date.

1. You will be paid consolidated emolument inclusive of performance linked incentive (Cost to the Company) **INR 1.92 Lakhs Per Annum**. This has been detailed in the separate compensation details sheet.
2. Your services will be confirmed after one year of joining the company depending upon satisfactory completion, your performance, behavior in the organization, zeal and enthusiasm and at the discretion of the company.
3. Please bring all the testimonials mentioned below at the time of joining –
 - a. Proof of Age.
 - b. Proof of Address.
 - c. Copy of Appointment letter of previous employer (In case of experienced candidate).
 - d. Copy of Educational qualifications, Experience Certificate & other testimonials.
 - e. Copy of SSC / HSC certificate showing the date of birth.
 - f. Acceptance of Resignation by the previous employer.
 - g. Copy of PAN and Aadhar Card.
4. Detailed Appointment Letter mentioning the terms & conditions will be issued to you on your joining.

As a token of your acceptance, please sign this offer letter and return the copy to the undersigned at the earliest.

With warm greetings, we welcome you to **MAIARA TECHNOLOGIES** Family and wish you a meticulous and bright career with us.

Sincerely Yours,



MAIARA TECHNOLOGIES
Private Limited

Registered Office : 2nd Floor, Fortune Plaza,
Thube Park, Shivajinagar, Pune- 411 005, India
Phone : +91-20-25511465
Email : contact@maiara.in | Web : www.maiara.in
CIN: U72900PN2017PTC172382
GSTIN: 27AALCM3095R1ZJ

Shripad Baride
Vice President

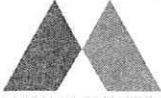
Compensation Details

Compensation Details	(All Figures in INR)	
Name	Abhishika Sagar Bhosale	
Role / Job Band / Position	HR Executive	
Components	Monthly	Yearly
Basic	9000	108000
HRA	3600	43200
LTA	1050	12600
Special All	600	7200
Uniform All	750	9000
Telephone	0	0
Education All	200	2400
Monthly Bonus	0	0
Total 1	15200	182400
PF	0	0
Medical Insurance	450	5400
Gratuity	433	5196
Group Personal Accident Policy	0	0
Yearly Performance Incentive	0	0
Total 2	16083	192996

All the above benefits are as per Company's policies which are subject to change from time to time. The operation of incentive scheme is based on the Performance. To be eligible for the payment of this incentive for a given year, an employee should be on the role of the Company as on the last working day of the year under consideration. All the above benefits are as per Company's policies which are subject to change from time to time. All applicable insurance installments (e.g. Health, GPAP, GSLI, etc...) and any statutory deductions will be deducted separately from the above salary.

Accepted By,

Abhishika Bhosale



MAIARA TECHNOLOGIES
Private Limited

Registered Office : 2nd Floor, Fortune Plaza,
Thube Park, Shwajinagar, Pune- 411 005, India
Phone : +91-20-25511465
Email : contact@maiara.in | Web : www.maiara.in
CIN: U72900PN2017PTC172382
GSTIN: 27AALCM3095R12J

Ref. No. 02/May-2019

Date: 2nd May 2019

To,
Ms. Abhishika Sagar Bhosale
Rajendra Nagar, Kolhapur, 416004

Subject: Offer Letter

Dear Abhishika,

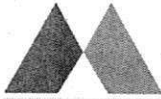
Further to your application for employment with us, and the subsequent interview process, we are delighted to offer you a position as an **"HR Executive"** with our company. This offer is valid up to 20th May 2019; hence please communicate your acceptance before the date.

1. You will be paid consolidated emolument inclusive of performance linked incentive (Cost to the Company) **INR 1.92 Lakhs Per Annum**. This has been detailed in the separate compensation details sheet.
2. Your services will be confirmed after one year of joining the company depending upon satisfactory completion, your performance, behavior in the organization, zeal and enthusiasm and at the discretion of the company.
3. Please bring all the testimonials mentioned below at the time of joining –
 - a. Proof of Age.
 - b. Proof of Address.
 - c. Copy of Appointment letter of previous employer (In case of experienced candidate).
 - d. Copy of Educational qualifications, Experience Certificate & other testimonials.
 - e. Copy of SSC / HSC certificate showing the date of birth.
 - f. Acceptance of Resignation by the previous employer.
 - g. Copy of PAN and Aadhar Card.
4. Detailed Appointment Letter mentioning the terms & conditions will be issued to you on your joining.

As a token of your acceptance, please sign this offer letter and return the copy to the undersigned at the earliest.

With warm greetings, we welcome you to **MAIARA TECHNOLOGIES** Family and wish you a meticulous and bright career with us.

Sincerely Yours,



MAIARA TECHNOLOGIES
Private Limited

Registered Office : 2nd Floor, Fortune Plaza,
Thube Park, Shivajinagar, Pune- 411 005, India
Phone : +91-20-25511465
Email : contact@maiara.in | Web : www.maiara.in
CIN: U72900PN2017PTC172382
GSTIN: 27AALCM3095R1ZJ

Shripad Baride
Vice President

Compensation Details

Compensation Details	(All Figures in INR)	
Name	Abhishika Sagar Bhosale	
Role / Job Band / Position	HR Executive	
Components	Monthly	Yearly
Basic	9000	108000
HRA	3600	43200
LTA	1050	12600
Special All	600	7200
Uniform All	750	9000
Telephone	0	0
Education All	200	2400
Monthly Bonus	0	0
Total 1	15200	182400
PF	0	0
Medical Insurance	450	5400
Gratuity	433	5196
Group Personal Accident Policy	0	0
Yearly Performance Incentive	0	0
Total 2	16083	192996

All the above benefits are as per Company's policies which are subject to change from time to time. The operation of incentive scheme is based on the Performance. To be eligible for the payment of this incentive for a given year, an employee should be on the role of the Company as on the last working day of the year under consideration. All the above benefits are as per Company's policies which are subject to change from time to time. All applicable insurance installments (e.g. Health, GPAP, GSLI, etc...) and any statutory deductions will be deducted separately from the above salary.

Accepted By,

Abhishika Bhosale



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

Fwd: Salary Proposal - Tanvi Suryawanshi

Tanvi Suryawanshi <suryawanshitanvi128@gmail.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Thu, Jun 13, 2019 at 11:41 AM

----- Forwarded message -----

From: **GBL HARSHAL Brahme** <HARSHAL.BRAHME@garware.com>
Date: Mon, Jun 10, 2019, 5:03 PM
Subject: Salary Proposal - Tanvi Suryawanshi
To: Tanvi Suryawanshi <suryawanshitanvi128@gmail.com>

Dear Tanvi,

This is with reference to the interview you had with us for the position of Management Trainee - HR.

I find the salary proposal for your perusal.

Request to send your acceptance.

In case of any query pl feel free to contact the undersigned.

Thanks & Regards,

Harshal Brahme

Assistant Manager

Human Resource

+91 7798981168

 cid:image001.jpg@01D29D99.EA297BB0**Garware Bestretch Limited**Supreme Headquarters, 9th Floor, Survey No. 36,

Pune Bangalore Highway, Baner.

Pune - 411 045, India,

Tel: +91 20 6633 5662

CIN: U24130MH1994PLC142451www.garwarebeil.com**Leaders in Elastic Rubber Tapes**

Apparel | Home Textile | Medical Disposables | Gym/Rehab

Registered Office: 2-A(3), Maker Bhavan II, Plot No. 18 New Marine Lines, CS No. 1433, Division - Fort Mumbai - 400020.

Email Disclaimer - This electronic message, and all of its contents, contains information from Garware Bestretch Limited, which is privileged, confidential or otherwise protected from disclosure. The information is intended to be for the addressee only. If you are not the addressee, any disclosure, copy, distribution or use of the contents of this message is strictly prohibited. If you have received this electronic message in error, please notify us immediately and destroy the original message and all copies.

Salary Proposal		
1	Employee Name	Tanvi Suryavanshi
2	Qualification	MBA - HR
3	Designation	Management Trainee
4	Department	HR
A	PARTICULARS	
1	Basic salary + DA	15,100.00
2	House Rent allowance @ 40% of Basic	6,040.00
3	Miscellaneous Allowance	
A	TOTAL MONTHLY PAYMENT	21,140.00
B	ANNUAL PAYMENTS (Calculated Monthly)	
1	Ex Gratia	1,000.00
B	TOTAL ANNUAL PAYMENTS	1,000.00
C	STATUTORY PAYMENTS (Calculated Monthly)	
1	PF @ 12% of Basic salary	1,812.00
2	ESIC @4.75% of basic salary	-
C	TOTAL STATUTORY PAYMENTS	1,812.00
D	Monthly Total (A+B+C)	23,952.00
E	COST TO COMPANY PER ANNUM	287,424.00

**Fwd: Offer Letter_Govind Milk & Milk Products Pvt. Ltd.**

nihar patil <niharpatil97@gmail.com>
To: cdc@siberindia.edu.in

Wed, Jun 12, 2019 at 12:10 PM

----- Forwarded message -----

From: "Akansha Shivhare" <akansha.shivhare@govindmilk.com>
Date: 30-Mar-2019 6:34 PM
Subject: Offer Letter_Govind Milk & Milk Products Pvt. Ltd.
To: <niharpatil97@gmail.com>
Cc: <rajesh.joshi@govindmilk.com>, "HRD" <hrd@govindmilk.com>

Dear Nihar,

Greetings!

Hearty Congratulations!

Thanks for your time and showing your interest in our organization **Govind Milk & Milk Products Pvt. Ltd., Phaltan.**We are glad to inform you that your job application in our organization and the subsequent interview held with us, we are pleased to offer you the post – **Management Trainee** in our **Sales & Marketing Department** for **Pune Location**.As per our discussion, you are requested to report us on **2nd April, 2019** by **10:00 a.m.** at **Phaltan Office** for Induction Programme. This programme will be for **3 days** [2nd April to 4th April, 2019]. So, arrange accordingly. Your accommodation & food arrangement will be done by our end.We are offering you **Total CTC Rs. 2,10,912/- p.a.** as discussed during & after the interview process.

We will issue you the hard copy of your detailed appointment letter with CTC break up within 7 days from the date of joining, after receiving below mentioned documents from you. If you are unable to provide any of the documents on your date of joining, we are having the right to withheld issuing hard copy of appointment letter further, till the period we receive all required documents from you.

Kindly bring your below mentioned documents on the joining date.

- Educational Qualification Documents – 10th onwards to till highest degree.
- Latest pay slip OR Xerox copy of updated bank passbook (if applicable).
- Aadhar Card Xerox Copy
- Pan Card Xerox Copy
- 4 Passport Size Photographs
- Medical Certificate [BLOOD (haemoglobin, RBC, WBC, Blood group), Urine, ECG, Sugar, Weight, Height, BP, Hearing, Vision]-Mail soft copy prior to joining
- Previous employment relieving / experience letter (if applicable)

Please feel free to contact in case of any further details or clarification needed.

Hope to see you soon in the Govind Milk Family.

Best Regards

Akansha Shivhare

Assistant Manager-HR

Govind Milk & Milk Products Pvt. Ltd.

Ganeshsheri, Pandharpur Road,

Kolki, Phaltan, Dist. Satara, Phaltan 415 523, Maharashtra India.

Contact No.: (+91) 02166 221302/222538/221548/ 9075018734 [Official]

Fax: (+91) 02166 226025

Email ID: akansha.shivhare@govindmilk.com



Date: 10-Jun-2019

Mr. / Ms. Anuja Mohan Shinde

Dear Anuja,

We have pleasure in appointing you as *Process Associate*, in our organization. While you will be initially based at our *Pune Office*, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **10-Jun-2019**.

2. Salary

Your gross compensation will be **Rs. 2,28,260/- (Rupees Two Lakhs Twenty Eight Thousand Two Hundred and Sixty Only)** per annum, on a *cost to company (CTC)* basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed annually (**January/July**) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Incentive

You can earn an incentive after three months from your date of joining; you can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of **Rs. 8154 /- p.a.**, which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAL- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

9. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

13. Intellectual Property Rights

13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.

13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.

13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

14. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination notice

On successful completion of the service agreement /Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job.”

19. Conditional offer

This is a conditional offer subject to successful completion of Reference check and Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours faithfully,
For Gallagher Service Center LLP



Vikrant Gune
Senior Service Delivery Manager- Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date:

Signature:

Annexure

Emoluments A	Per Annum	Per Month
Basic	155220	12935.00
House Rent Allowance	18000	1500.00
Prorata Statutory Bonus	12000	1000.00
Employer's Contribution to Provident Fund	18626	1552.17
Special Allowance	0	0.00
Fixed Emolument	203846	16987.17
Performance Based Incentive**	8154	679.50
Emoluments Total (A)	212000	17666.67
Benefits B		
Employer's contribution to ESI	8798	
Gratuity***	7462	
Benefits Total (B)	16260	
Cost To Company (CTC): Total (A+B)	228260	
Deductions		
Employer's Contribution to Provident Fund		1552.17
Employee's Contribution to Provident Fund		1552.17
Employee's Contribution to ESI		271.00
Professional Tax		200.00
Net pay		13411.83

** Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating

*** Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4, 000/- upon clearing international domain certification.

Overtime and certification incentive amount will increase your total earning potential to 37,000/- per annum in addition to the total emoluments

This appointment letter is subject to the following:

1. Reference Check (being clear)

Name: Anuja Mohan Shinde

Place: **Pune**

Signature: _____

Date: _____

Annexure - II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 150% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 4.75% of monthly earnings
Mediclinim Insurance	Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC, Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

***Salary components are subject to changes as per Management Discretion**

Name: _____

Place: _____

Signature: _____

Date: _____

Date: 10-Jun-2019

Mr. / Ms. Priya Vasant Poojari

Dear Priya,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **10-Jun-2019**.

2. Salary

Your gross compensation will be **Rs. 2,28,260/- (Rupees Two Lakhs Twenty Eight Thousand Two Hundred and Sixty Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed annually (**January/July**) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Incentive

You can earn an incentive after three months from your date of joining; you can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of **Rs. 8154 /- p.a.**, which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel.: +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

9. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

13. Intellectual Property Rights

13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.

13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.

13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

14. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination notice

On successful completion of the service agreement /Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment


You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job.”

19. Conditional offer

This is a conditional offer subject to successful completion of Reference check and Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours faithfully,
For Gallagher Service Center LLP



Vikrant Gune
Senior Service Delivery Manager- Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date:

Signature:

Annexure

Emoluments A	Per Annum	Per Month
Basic	155220	12935.00
House Rent Allowance	18000	1500.00
Prorata Statutory Bonus	12000	1000.00
Employer's Contribution to Provident Fund	18626	1552.17
Special Allowance	0	0.00
Fixed Emolument	203846	16987.17
Performance Based Incentive**	8154	679.50
Emoluments Total (A)	212000	17666.67
Benefits B		
Employer's contribution to ESI	8798	
Gratuity***	7462	
Benefits Total (B)	16260	
Cost To Company (CTC): Total (A+B)	228260	
Deductions		
Employer's Contribution to Provident Fund		1552.17
Employee's Contribution to Provident Fund		1552.17
Employee's Contribution to ESI		271.00
Professional Tax		200.00
Net pay		13411.83

** Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating

*** Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4, 000/- upon clearing international domain certification.

Overtime and certification incentive amount will increase your total earning potential to 37,000/- per annum in addition to the total emoluments

This appointment letter is subject to the following:

1. Reference Check (being clear)

Name: Priya Vasant Poojari

Place: **Pune**

Signature: _____

Date: _____

Annexure - II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 150% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 4.75% of monthly earnings
Mediclaime Insurance	Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC, Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

***Salary components are subject to changes as per Management Discretion**

Name: _____

Place: _____

Signature: _____

Date: _____

Date: 10-Jun-2019

Mr./ Ms. Priya Vasant Poojari

Dear Priya,

We have pleasure in appointing you as *Process Associate*, in our organization. While you will be initially based at our *Pune Office*, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **10-Jun-2019**.

2. Salary

Your gross compensation will be **Rs. 2,28,260/- (Rupees Two Lakhs Twenty Eight Thousand Two Hundred and Sixty Only)** per annum, on a *cost to company (CTC)* basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed annually (**January/July**) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Incentive

You can earn an incentive after three months from your date of joining; you can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of **Rs. 8154 /- p.a.**, which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAL- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

9. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

13. Intellectual Property Rights

13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.

13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.

13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

14. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination notice

On successful completion of the service agreement /Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

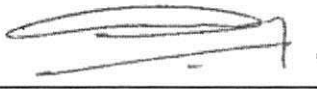
You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job.”

19. Conditional offer

This is a conditional offer subject to successful completion of Reference check and Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours faithfully,
For Gallagher Service Center LLP



Vikrant Gune
Senior Service Delivery Manager- Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date:

Signature:

Annexure

Emoluments A	Per Annum	Per Month
Basic	155220	12935.00
House Rent Allowance	18000	1500.00
Prorata Statutory Bonus	12000	1000.00
Employer's Contribution to Provident Fund	18626	1552.17
Special Allowance	0	0.00
Fixed Emolument	203846	16987.17
Performance Based Incentive**	8154	679.50
Emoluments Total (A)	212000	17666.67
Benefits B		
Employer's contribution to ESI	8798	
Gratuity***	7462	
Benefits Total (B)	16260	
Cost To Company (CTC): Total (A+B)	228260	
Deductions		
Employer's Contribution to Provident Fund		1552.17
Employee's Contribution to Provident Fund		1552.17
Employee's Contribution to ESI		271.00
Professional Tax		200.00
Net pay		13411.83

** Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating

*** Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4, 000/- upon clearing international domain certification.

Overtime and certification incentive amount will increase your total earning potential to 37,000/- per annum in addition to the total emoluments

This appointment letter is subject to the following:

1. Reference Check (being clear)

Name: Priya Vasant Poojari

Place: **Pune**

Signature: _____

Date: _____

Annexure - II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 150% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 4.75% of monthly earnings
Mediclaime Insurance	Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC, Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

***Salary components are subject to changes as per Management Discretion**

Name: _____

Place: _____

Signature: _____

Date: _____

Date: 10-Jun-2019

Mr. / Ms. Anuja Mohan Shinde

Dear Anuja,

We have pleasure in appointing you as *Process Associate*, in our organization. While you will be initially based at our *Pune Office*, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **10-Jun-2019**.

2. Salary

Your gross compensation will be **Rs. 2,28,260/- (Rupees Two Lakhs Twenty Eight Thousand Two Hundred and Sixty Only)** per annum, on a *cost to company (CTC)* basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed annually (**January/July**) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Incentive

You can earn an incentive after three months from your date of joining; you can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of **Rs. 8154 /- p.a.**, which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

9. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

13. Intellectual Property Rights

13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.

13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.

13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

14. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination notice

On successful completion of the service agreement /Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment


You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional offer

This is a conditional offer subject to successful completion of Reference check and Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours faithfully,
For Gallagher Service Center LLP



Vikrant Gune
Senior Service Delivery Manager- Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date:

Signature:

Annexure

Emoluments A	Per Annum	Per Month
Basic	155220	12935.00
House Rent Allowance	18000	1500.00
Prorata Statutory Bonus	12000	1000.00
Employer's Contribution to Provident Fund	18626	1552.17
Special Allowance	0	0.00
Fixed Emolument	203846	16987.17
Performance Based Incentive**	8154	679.50
Emoluments Total (A)	212000	17666.67
Benefits B		
Employer's contribution to ESI	8798	
Gratuity***	7462	
Benefits Total (B)	16260	
Cost To Company (CTC): Total (A+B)	228260	
Deductions		
Employer's Contribution to Provident Fund		1552.17
Employee's Contribution to Provident Fund		1552.17
Employee's Contribution to ESI		271.00
Professional Tax		200.00
Net pay		13411.83

** Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating

*** Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4, 000/- upon clearing international domain certification.

Overtime and certification incentive amount will increase your total earning potential to 37,000/- per annum in addition to the total emoluments

This appointment letter is subject to the following:

1. Reference Check (being clear)

Name: Anuja Mohan Shinde

Place: **Pune**

Signature: _____

Date: _____

Annexure - II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 150% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 4.75% of monthly earnings
Mediclaim Insurance	Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC, Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

***Salary components are subject to changes as per Management Discretion**

Name: _____

Place: _____

Signature: _____

Date: _____



Date: 10-Jun-2019

Mr. / Ms. Shweta Umesh Salokhe

Dear Shweta,

We have pleasure in appointing you as **Process Assistant**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **10-Jun-2019**.

2. Salary

Your gross compensation will be **Rs. 1,55,924/- One Lakh Fifty Five Thousand Nine Hundred and Twenty Four** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed annually (**January/July**) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

5. Retirement

The retirement age is 58 years.

6. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

7. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

8. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

9. **Responsibilities**

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

10. **Travel**

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

11. **Confidential information**

11.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

11.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

11.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

11.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

11.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

11.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

11.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

12. **Intellectual Property Rights**

12.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.

12.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.



12.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

13. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

14. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

15. Termination notice

On successful completion of the service agreement /Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

16. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

17. Abandonment

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job.”

18. Conditional offer

This is a conditional offer subject to successful completion of Reference check and Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours faithfully,
For Gallagher Service Center LLP

Vikrant Gune
Senior Service Delivery Manager- Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date:

Signature:

Annexure

Emoluments A	Per Annum
Basic	107589
House Rent Allowance	12000
Prorata Statutory Bonus	12000
Employer's Contribution to Provident Fund	12911
Special Allowance	
Fixed Emolument	144500
Emoluments Total (A)	144500
Benefits B	
Employer's contribution to ESI	6251
Gratuity***	5173
Benefits Total (B)	11424
Cost To Company (CTC): Total (A+B)	155924
Deductions	
Employee's Contribution to ESI	192
Net pay	9698

*** Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.

This appointment letter is subject to the following:

1. Reference Check (being clear)

Name: Shweta Umesh Salokhe

Place: **Kolhapur**

Signature: _____

Date: _____

Annexure - II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 150% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 4.75% of monthly earnings
Mediclaime Insurance	Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC, Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

***Salary components are subject to changes as per Management Discretion**

Name: _____

Place: _____

Signature: _____

Date: _____



Withdraw the offer and terminate the employment contract by issuing a letter of termination without notice and without any liability on the Company whatsoever.

By accepting the offer, you hereby specifically authorize the Company and/or its authorized agents to verify your educational qualifications and employment antecedents (if any), your conduct and any other back ground checks prior to your joining the Company or thereafter. You shall extend your cooperation during such verification and if required provide authorizations to the Company or its agents to conduct the background verification.

You will be entitled for Performance Bonus if applicable, provided you are on the payrolls of the company on the date of disbursement, and not serving notice period during the payout date.

This letter is being issued to you in duplicate. You are requested to return one copy of this letter duly signed by you towards the acceptance of our offer.

Yours sincerely

For KGP AUTO LTD

A handwritten signature in black ink, appearing to be "Aniket Patil".

Aniket Patil
(General Manager – Human Resources)

Received and Accepted

Ghatge Trucking

KGP Auto Ltd.
(BharatBenz Authorised Dealer)
126, Tathawade, Pune Mumbai Highway,
PCMC, Dist. Pune 411 033, Maharashtra.
Phone : +91 20 66344600, Fax : +91 20 66344677
Email : sales.pune@ghatgetrucking.com
Website : www.bharatbenz.com



Date: - 24th June 2019

Akshay Jamdade

10 A, Sai colony,
Sane Guruju Vasahat,
Kolhapur-416012

Dear Akshay

Subsequent to the meetings that we had, we believe there is an excellent match between your skills and the career opportunities available with us for you as a member of our Organization. It gives us great pleasure to extend to you an offer to join our Organization as "**Business Manager (BM)**" in "**Band - O3 at Tathawade - Pune Branch.**"

As mutually agreed your total compensation (CTC) is Rs 2,44,125/- Per Annum and breakup of the same given in Annexure I.

You are required to carry the following documents at the time of joining:

1. Certified photocopies of Educational Certificates.
2. Proof of Date of Birth
3. Employment Relieving Letter from Previous Employer
4. Certificate for last drawn salary.
5. Four photographs (passport size)
6. PAN number (Mandatory)

You are required to join as early as possible, but not later than **1st July 2019**, failing which this offer shall stand withdrawn. Your employment with KGP Auto Ltd is subject to satisfactory completion of verification and/or background or reference checks, which will be conducted by the Company at any time prior to or after your effective start date.

This offer is valid on the basis of the representations made/ information/ documents provided by you. In case the information/documentation furnished by you is found to be false, inadequate or has any discrepancies then the Company has the sole right to

Registered Office:- 517 - E, GPT Complex, Old Pune Bangalore Road, Kolhapur - 461001
CIN:- U35912MH1971PLC015046

BharatBenz is a registered Trademark of Daimler AG

www.bharatbenz.com

Ghatge Trucking

KGP Auto Ltd.
(BharatBenz Authorised Dealer)
126, Tathawade, Pune Mumbai Highway,
PCMC, Dist. Pune 411 033, Maharashtra.
Phone : +91 20 66344600, Fax : +91 20 66344677
Email : sales.pune@ghatgetrucking.com
Website : www.bharatbenz.com



Date 24 June 2019

Name of the Employee	Akshay Jamdade
Department	Sales
Designation	Officer
Position / Role	Business Manager
Location	Tathawade - Pune
Gender	Male
Date of Birth	24 January 1994
Date of Joining	1 July 2019
Grade	O3

	Monthly	Annually
Basic	5950	71400
Fixed Dearness Allowance		
House Rent Allowance	2380	28560
Conveyance	1600	19200
Grade Pay	1500	18000
Medical Reimbursement	800	9600
Children Education Allowance	300	3600
Proficiency Allowance	4470	53640
Total A	Gross 17000	204000
Employee Provident Fund	1754	21053
Professional Tax	200	2500
Group Medical Insurance		
ESIC	298	3570
Total B	2252	27023
Total C (A-B)	Net 14748	176977
Employer Provident Fund	1754	21053
Group Medical Insurance		
ESIC	808	9690
Gratuity	286	3434
Bonus	496	5948
Car Expenses* Reimbursement		
Total D	3344	40125
Total E (A+D)	CTC 20344	244125

TDS will be deducted as per Income Tax u/s 192B
Statutory Deduction and Payment are subject to provision of the Act

For KGP Auto Ltd.

Aniket Patil
(General Manager – Human Resources)

Received and Accepted

Registered Office:- 517 - E, GPT Complex, Old Pune Bangalore Road, Kolhapur - 461001
CIN:- U35912MH1971PLC015046

BharatBenz is a registered Trademark of Daimler AG

www.bharatbenz.com

Reliable Analytical Laboratories Pvt. Ltd.



Bldg. No. 125-139, Indian Corporation Complex, Mankoli, Gundwali, Bhivandi., Thane (West) - 421 302, Maharashtra
Phone: +91-2522-662 907 Fax: +91-2522-398 100 (100 lines) Email: info@reliablelabs.org

Date: 8th March 2019

To,
Sachin Balu Patil
Address: - At Post Salashi Tal,
Shahuwadi Dist.-Kolhapur.
Mobile No: - 7875321948/7972122317
E-mail: - sachinpatil991990@gmail.com

Subject: Appointment Letter

Dear , Sachin

Please refer to your interview with us on 8th March 2019 we are pleased to inform you that you are appointed as "**Business Development Executive**" in our organization.

Your appointment would be effective from 15th May 2019 .

In addition to oral/written instructions, office orders, you will be governed by the Rules, Regulations such other Practices, Systems, Polices and Procedures adopted by the Company from time to time .

Kindly return the duplicate copy of this Appointment Letter along with Annexure I & II duly signed by you as a token of your acceptance.

Wishing you the Very Best.

For RELIABLE ANALYTICAL LABORATORIES PVT. LTD.;

(Dr. Vikas Bhardwaj)
Director
Date: 8th March 2019

Acceptance of Employee:-

Sign

Name patilsachin Balu

Date 08-03-2019.



OFFER LETTER

Date: 07/08/2019

Ms. Shamal E. Jadhav
021362

Dear Ms. Shamal

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 18th June 2019. 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: Kamal NAME: Shamal E. Jadhav DATE: 8/3/2019



OFFER LETTER

Date: 18/01/19

Chaitanya Kulkarni
DKTE

Dear Chaitanya

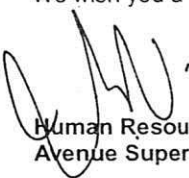
Welcome to the DMart family!

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 18th June 2019. 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: Chaitanya S. Kulkarni DATE: 02/02/2019



OFFER LETTER

Date: 18/01/19

Ashish Kupade
DKTE

Dear Ashish


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 18th June 2019. 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: Ashish Kupade NAME: Ashish Mohan Kupade DATE: 02/02/2019



OFFER LETTER

Date: 18/01/19

Akshay Bachche
DKTE

Dear Akshay


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 18th June 2019. 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!

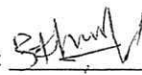

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* 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: Akshay B. Bachche DATE: 02/02/2019



OFFER LETTER

Date: 18/01/19

Sandip Khamkar
DKTE

Dear Sandip

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 18th June 2019. 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: Sandip D. Khamkar DATE: 02/02/2019



OFFER LETTER

Date: 18/01/19

Heishikesh Patel
KIT's IMER

Dear Heishikesh

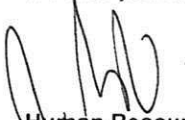
Welcome to the DMart family!

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 18th June 2019. 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: Heishikesh NAME: Heishikesh R. Patil DATE: 28-1-2019



OFFER LETTER

Date: 18/01/19

Suraj Patedar
DKTE

Dear Suraj

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 18th June 2019. 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: Suraj S. Patedar DATE: 02/02/2019



OFFER LETTER

Date: 18/01/19

Ganesh Patil
RIT

Dear Ganesh

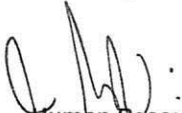
Welcome to the DMart family!

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 18th June 2019. 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: Ganesh K. Patil DATE: _____



OFFER LETTER

Date: 18/01/19

Ms. Rudraya Hiramath
RIT

Dear Ms. Rudraya


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 18th June 2019. 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!

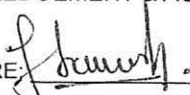

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* 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: Rudraya R. Hiramath DATE: _____



OFFER LETTER

Date: 18/01/19

Sunil Lad
RIT

Dear Sunil

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 18th June 2019. 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: Sunil Lad NAME: Sunil B. Lad DATE: _____



OFFER LETTER

Date: 18/01/19

Divyanjali Mahadik
RIT

Dear Divyanjali


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 18th June 2019. 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: Mahadik Divyanjali Dipak DATE: _____



OFFER LETTER

Date: 18/01/19

Pranod Moe
RIT

Dear Pranod

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 18th June 2019. 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: Pranod NAME: Pranod Hanmant Moe DATE: 1 / 2019



OFFER LETTER

Date: 18/01/19

Dipali Sawant
RIT

Dear Dipals


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 18th June 2019. 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: Dipali NAME: Dipali Ashok Sawant DATE: _____



OFFER LETTER

Date: 18/01/19

Sujata Karande
RIT

Dear Sujata

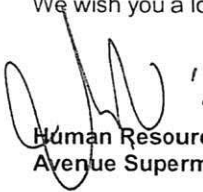
Welcome to the DMart family!

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 18th June 2019. 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: Sujata NAME: Sujata Jaykar Karande DATE: _____



OFFER LETTER

Date: 18/01/19

Dhruv Nive
RIT

Dear Dhruv

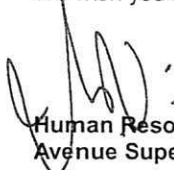
Welcome to the DMart family!

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 18th June 2019. 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: Dhruv S. Nive DATE: _____



OFFER LETTER

Date: 08/03/2019

Mr. Kanan Gaikwad
Shivaji University, Solapur

Dear Kanan

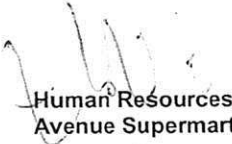
Welcome to the DMart family!

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 18th June 2019. 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: Gaikwad Kanan Prabhakar DATE: 08/03/2019



ReapMind Innovations Pvt. Ltd.

Kolhapur | Minnesota (USA)

Date: 1st nov2021

Name: ReapMind Innovations Private Limited
1142/A/2, 401, 4th Floor, Business Hub, Sykes Extension,
Kolhapur, Maharashtra
416001

RE: LETTER OF OFFER OF EMPLOYMENT – **Digital Marketing executive**

Ms. Shreya Mahaveer Kittur

Following our recent discussions, we are delighted to offer you the position of Digital Marketing executive *With Our Organization. Our Organization is one of the highly skilled service providers in the IT industry with expertise into various IT domains.* 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 Organization* team, we would ask for your commitment to deliver outstanding quality output and results that exceed management's expectations.

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

Title: Digital Marketing executive

Expected Start date: 2nd nov2021

Reporting Relationship: *Mr. Mohammad Jaid*

Probation: *There will be Three month probation period in which company can terminate employee anytime based on performance.*

Vacation: *At our organization, you will be allowed to take a maximum 2 days of personal leave with at least 3 days of prior notice and a formal (Email) approval from the management.*

Date: June 13, 2019

LETTER OF OFFER
Private & Confidential

Mr. Ishan Anant Chachad
6th Lane Near Daulat Backery
Kolhapur
Kolhapur-416001

Dear Ishan,

This has reference to the discussion and as agreed by you on dated **June 13, 2019** for the post of "**Sales Officer-MSME**" **at Officer** grade subject to the following terms and conditions namely:-

1. Grade/ Level: **Officer**
2. Probation: Six (6) months from the date of employment. However, this period of probation may be extended subject to performance review by your reporting officer during the probationary period. During the probationary period, you will be bound by the rules and regulations of the company applicable for a probationer.
3. Confirmation: Upon satisfactory completion of the probationary period, your employment shall be confirmed in writing.
4. Place of Service: Initially you will be placed in **Sangli** and you shall be liable to be transferred to any regional office or branch office at any point of time at the discretion of the management.

5. Compensation: Your compensation at the time of joining is **Rs.1,85,420** /- p.a. The break-up of compensation is given in the ANNEXURE - I.
6. Notice Period: During the Probationary period, if you wish to leave the company you are required to serve Thirty (15) Days prior notice in writing to the Company. After confirmation, you will be required to serve Sixty (30) Days prior notice in writing to the Company. In case the company allows early relieving, shortfall in notice period shall be deducted from the salary.
7. Termination: After confirmation, services of any employee would be liable to be terminated by the company on the grounds of poor job performance, prolonged illness, conflict of interest, by giving 30 days' notice or on payment of an equivalent amount i.e. last drawn salary in lieu of the notice period and it would be 15 days in case of a probation employee. In case an employee is found guilty of misconduct/ as envisaged in the disciplinary procedure, the employer is not bound to give notice or payment in lieu of the notice period.
8. Hours of work, Leave and other benefits: You will be entitled for leave and other benefits as per the scheme and rules of the company applicable from time to time. You will also be governed by various rules and regulations of the company pertaining to daily attendance, discipline, code of conduct, etc.
9. Professional Ethics and Confidentiality: Whilst you are in the employment of the Company, you are not permitted to carry on any business or profession or enter, whether part or full time, in any capacity, the services of, or be employed by or engaged with any other firm, Company or person. You will devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any of the company secret or other related information outside the company to any third party. You will also be barred from joining any firm, company or institution promoted, managed and/or controlled by the business competitors of the company till the expiry of six (6) months from the date of cessation of your employment with the Company. You must always protect the confidentiality of proprietary and confidential information you obtain or create in connection with your activities for Fino Finance Private Limited, in accordance with the applicable law. Your obligation to protect Fino Finance Private Limited's proprietary and confidential information continues even after you leave the company, and you must return all proprietary information in your possession upon leaving Fino Finance Private Limited.
10. Governing Law: The terms and conditions of this Letter of Offer are governed by the Laws of India.
11. Jurisdiction: The Courts in Maharashtra shall have exclusive jurisdiction to settle any dispute relating to the terms and conditions mentioned in this letter.

Fino Finance Private Limited

(Formerly known as intrepid Finance and Leasing Private Limited)

CIN Number: U65921MH1994PTC216496

Registered Office: SK Elite, Plot No D-404 & 405, 05th Floor, MIDC Turbhe, Navi Mumbai, Maharashtra 400705

Tel.: (+91-22) 7137 7000 | www.finofinance.in

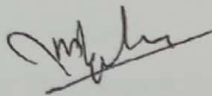
12. Arbitration: All disputes, differences and/or claims arising, out of or in relation to the employment shall be settled by arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996 or any statutory amendments thereof and it shall be referred to the Sole Arbitrator to be nominated/appointed by Fino Finance Private Limited (In short FFPL). In the event of death, refusal, neglect, inability or incapability of the person so appointed to act as an arbitrator, FFPL may appoint another person to act as an arbitrator. The award including the interim award/s of the arbitrator shall be final and binding on all the parties concerned. The arbitrator may lay down from time to time the procedure to be followed by him in conducting arbitration proceedings and shall conduct arbitration proceedings in such manner as he considers appropriate
13. Reporting Officer: Initially you will report to **Mr. Rahul Kumbhar** which may be changed from time to time.
14. Background verifications: This Offer is purely subject to background verification clearance report, which would be conducted based on the information provided by you. In case of any discrepancy, the Company is entitled to cancel this letter of offer.
15. You shall not undertake work with any competing business engaged in similar terms like Fino Finance Private Limited for at least a period of six months post your resignation from Fino Finance Private Limited.
16. We expect you to join on or before **June 19, 2019**. Kindly confirm the same.

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

We welcome you to the Fino Finance Private Limited family and WISH YOU GOOD LUCK.

Yours Sincerely,

For Fino Finance Private Limited,



Authorized Signatory



Accepted

ANNEXURE - I

Name : Ishan Anant Chachad

Functional Designation : Sales Officer-MSME

Grade/ Level : Officer

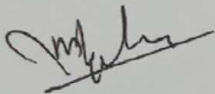
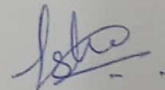
Department : MSME

CTC	Monthly (Rs.)	Yearly (Rs.)
Basic	7,396	88,752
HRA	2,508	30,098
Other Allowance	4,000	48,000
PF Contribution	888	10,650
Fixed Gross	14,792	1,77,500
ESIC Contribution	660	7,920
Total Fixed CTC	15,452	1,85,420

• Employee Welfare and Benefits:

1. All employees are covered under Group Hospitalization Insurance policy and Group Personal Accident Insurance policy from their date of joining.
2. Executives whose gross salary is upto Rs. 21000/- per month are covered under ESI scheme for medical benefits and such employees are excluded from Group Hospitalization Insurance policy.

Yours Sincerely,

For Fino Finance Private Limited,**Authorized Signatory****Accepted**Fino Finance Private Limited
(Formerly known as intrepid Finance and Leasing Private Limited)

CIN Number: U65921MH1994PTC216496

Registered Office: SK Elite, Plot No D-404 & 405, 05th Floor, MIDC Turbhe, Navi Mumbai, Maharashtra 400705
Tel.: (+91-22) 7137 7000 | www.finofinance.in

Dated: June 19, 2019

Private & Confidential

Mr. Ishan Anant Chachad
6th Lane Near Daulat Backery
Kolhapur
Kolhapur-416001

Sub: Letter of Appointment

Dear Ishan,

We are pleased to inform you that further to your acceptance of the given offer, you are hereby appointed as an **Sales Officer –MSME** with effect from **June 19, 2019** at a Total Cost to company of **Rs. 1,85,420 /-** (Refer attached- Annexure II).

This appointment is governed by your acceptance of the service terms and conditions given as per **Annexure I** (Service Terms & Conditions and Code of Conduct-Integrity Attitudes) and the Company rules and regulations already in existence or may be amended from time to time within the Organizational framework

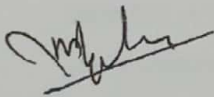
We take this opportunity to congratulate you on your selection and look forward for a long and mutually beneficial association between you and Fino Finance Private Limited.

Welcome aboard!

NOTE: Kindly return a copy of this letter duly counter signed by you in acceptance of the terms and conditions set out therein.

Yours Sincerely,

For Fino Finance Private Limited,



Authorized Signatory



Accepted

Annexure I

(A) Terms & Conditions of Employment:

1. Functional Designation: Sales Officer -MSME
Grade/ Level: Officer
2. Probation: The period of probation will be six months from the date of employment. During this period regular review will be conducted to assess your performance. If found satisfactory, your appointment will be confirmed on completion of the probationary period. Depending on the outcome of such review, the Company may, at its sole discretion, extend the probationary period for a further period of three or six months(as the case may be).During the probationary period, you will be bound by the rules and regulations of the company as may be applicable for such period
3. Place of Service: As a member of the Company that practices flexibility, your roles and responsibilities may vary depending on the assignments. You are required to report to our office in Sangli. However, your services are transferable to any regional office or branch all over India at any point of time during your employment. Fino Finance Private Limited further reserves the right to transfer your services.
4. Reporting Officer: Initially you will report to **Mr. Rahul Kumbhar** which may be changed as per Company's policy from time to time.
5. Compensation: Your total annual compensation at the time of joining is **Rs 1,85,420 / - p.a.** as per the details given in the annexure attached hereto subject to a deduction of tax at source.
NOTE: If any additional work is assigned to you, no extra payment will be made for the same.
6. Working schedule: Your working hours will be as per Company's HR Policy on working hours.
7. Punctuality: You are expected to attend to your duties and responsibilities punctually and regularly, as prescribed in the company policy & applicable from time to time. You are expected to devote your full time and attention towards attending your duties with due responsibility.
8. Leave and other benefits: You will be entitled for leave and other benefits as per the policy and rules of the company applicable from time to time. You will also be governed by various rules and regulations of the company pertaining to daily attendance, discipline, code of conduct, etc.

9. **Movements:** You are liable to be transferred from one Function or Department to another or from one location to another location of the Company as required by the exigencies of the business, at the discretion of the Company and you shall do such work which will be assigned to you from time to time.
10. **Training:** You shall hold yourself in readiness for any training at any place or places, whenever required
11. **Notice Period:** During the Probationary period, if you wish to leave the company you are required to serve Fifteen (15) Days prior notice in writing to the Company. After confirmation, you will be required to serve Thirty (30) Days prior notice in writing to the Company. In case the company allows early relieving, shortfall in notice period shall be deducted from the salary.
12. **Termination:** Services of any employee would be liable to be terminated by the company on the grounds of poor job performance, prolonged illness, conflict of interest, by giving 30 days notice in case of confirmed employee and 15 days in case of employee is on probation or on payment of an equivalent amount i.e. last drawn salary in lieu of the notice period. In case an employee is found guilty of misconduct/insubordination/in-disciplined as envisaged in the disciplinary procedure, the employer is not bound to give notice or payment in lieu of the notice period.
13. **Abandonment of services:** In case of an unauthorized long absence from the services, the Company holds the right to terminate your services
14. **Professional Ethics and Confidentiality:** Whilst you are in the employment of Fino Finance Private Limited, you should undertake responsibility as may be assigned to you from time to time, with diligence, devotion and discretion. While in the employment of Fino Finance Private Limited, you shall
 - (a) use your best endeavor to defend and promote the business interests of Fino Finance Private Limited;
 - (b) devote your full time, attention and efforts to serve Fino Finance Private Limited; and
 - (c) not directly or indirectly engage or be interested in engagement, practice of any business, profession or vocation, including any activity, which competes with activities of Fino Finance Private Limited or conflicts with your position in Fino Finance Private Limited. You confirm that as on the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with Fino Finance Private Limited is on a full time basis, you shall not take up any assignment, including those in the nature of any business, profession or

Fino Finance Private Limited

(Formerly known as intrepid Finance and Leasing Private Limited)

CIN Number: U65921MH1994PTC216496

Registered Office: SK Elite, Plot No D-404 & 405, 05th Floor, MIDC Turbhe, Navi Mumbai, Maharashtra 400705

Tel.: (+91-22) 7137 7000 | www.finofinance.in

vocation, without prior written consent of Fino Finance Private Limited, which consent may be granted at Fino Finance Private Limited's sole discretion.

- (d) All intellectual property rights relating to the work done or created by you in the course of your employment with the Company rests solely and exclusively with the Company in perpetuity. The Company shall have the sole and exclusive right to utilize any such material created, written, given, or made by you. The right in these works that are created, written, given or made shall continue to vest with the Company even after the termination/ discontinuation or end of the employment. You shall not be entitled to any residual copyright in the same.
- (e) You shall not undertake to work with any competing business engaged in similar terms like Fino Finance Private Limited for at least a period of six months post your resignation lest the company is liable to take appropriate legal action against you as per the acceptance of these terms and conditions, of the appointment letter of the company.
- (f) You must always protect the confidentiality of proprietary and confidential information you obtain or create in connection with your activities for Fino Finance Private Limited, in accordance with the applicable law. Your obligation to protect Fino Finance Private Limited's proprietary and confidential information continues even after you leave the company, and you must return all proprietary information in your possession upon leaving Fino Finance Private Limited.
- (g) The company hereby undertakes that the personal information provided by the employees to the Company will be kept confidential and will not be disclosed to any third party until unless it is mandatory under the directions of any regulatory authority or for meeting any specific business requirement. This will be done only with the specific approval of the Head of HR Dept.
- 15 The relationship between the Company and you being employer-employee is entirely governed by this appointment letter and no statute, award or other instrument shall govern the same.
- 16 Governing Laws: The terms and conditions of this Letter of Appointment are governed by the Laws of India
- 17 Jurisdiction: The Courts in Mumbai shall have exclusive jurisdiction to settle any dispute relating to the terms and conditions mentioned in this letter.
- 18 Arbitration: In the event of any dispute relating to the terms and conditions of this appointment letter, one arbitrator may be appointed by each party and the provisions of Indian Arbitration and Conciliation Act, 1996 or any amended rules thereof shall apply for the purpose of arbitration.

- 19 Submission of documents: This appointment is valid subject to your providing proof of date of birth and other relevant documents regarding your qualification, experience, etc. As outlined in the resume. Willful non-disclosure or wrong disclosure would lead to termination of your employment.
- 20 Background verifications: This Appointment is purely subject to background verification clearance report, which would be conducted based on the information provided by you. In case of any discrepancy, the Company is entitled to terminate your employment.
- 21 No other Engagements: You are expected to devote your full time and attention towards attending to your duties, and are expected not to be engaged directly or indirectly whether free or paid in any other trade, occupation or business whatsoever, without previous written consent of competent authority of the Company.
- 22 Retirement: You shall retire from the services of the organization on the last of the month in which he attains the age of 60 years.

(B) Code of Conduct: (Integrity Attitudes)

1. You shall not borrow or lend money within the Company.
2. You shall disclose all your interests including investments in other Companies and your relatives in politics to ensure that you are unbiased in your work, if asked by the company.
3. Any Hospitality/ Entertainment which is of substantial monetary value should be refused. It would however be too rigid to say that no hospitality should be accepted.
4. You and your immediate relative(s) shall refuse any gift offered by any person(s) who has or may seek to have dealings with the Company. The Company's reputation and the respect of those with whom it deals with are among its most vital assets. These must not be jeopardized by acceptance of any gifts. However, gifts given as prizes at exhibitions, conferences, seminars, etc. or as part of a free raffle or draw may be accepted but in principle they belong to the Company.
5. You shall not partake in any activity that would lead to incorrect financial reporting; if it observed then the company would initiate disciplinary actions against you.
6. You shall not engage yourself in any activity that is not in line with applicable company policy, is unlawful or otherwise amount to serious improper conduct.
7. In the event of any emergency, any task(products & services) undertaken or any material created, written, given or made by you is sought by the Government, then the same will be delivered with due written permission of the Company. In such a case, an application for the same is to be made to the competent authority of the Company by the Government Agency desiring the same, citing appropriate reason.

8. You shall be prohibited from form joining or forming, any employee's union, or instigate colleagues in formation of union. Prior written consent from the management is required for this. Proper disciplinary action may/ would be initiated if these issues are reported to the management.
9. Other organs of the State including Government or Public Institutions may make proposition to you to do specialized assignment on the plea that only you can do such specialized assignment on laudable subjects such as national integration, etc. You should be aware that when you take up such assignments it may be in deviation and conflict with your employment relationship with the Company. If ever you are permitted to make such a contribution for the nation, it will then, obviously, be the contribution on the behalf of the Company and you will be duty bound to the project and represent appropriately, so that the Company gets the due acknowledgement.
10. In the event you resign or separate from the Company, you will not recruit, select or influence in any way, any employee of our Company or anyone working with us on contract, to join your future employment, as an employee or partner or any other form of work association for the next six months, after the separation of your services with us.

Note: These are the subset of company's code of conduct. Employees are expected to refer the detailed code of conduct mentioned in the HR Policy available on the HR system and must be duly acknowledged.

I have read the above terms and conditions carefully.

I acknowledge my acceptance for the stated terms and conditions and shall abide by the rules and policies of Fino Finance Private Limited.



Accepted

ANNEXURE II

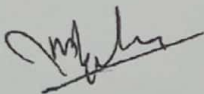
Name : Ishan Anant Chachad
 Functional Designation : Sales Officer-MSME
 Grade : Officer
 Location : Sangli
 Date of Joining : June 19, 2019
 Department : MSME

CTC	Monthly (Rs.)	Yearly (Rs.)
Basic	7,396	88,752
HRA	2,508	30,098
Other Allowance	4,000	48,000
PF Contribution	888	10,650
Fixed Gross	14,792	1,77,500
ESIC Contribution	660	7,920
Total Fixed CTC	15,452	1,85,420

- Employee Welfare and Benefits:
 - All employees are covered under Group Hospitalization Insurance policy and Group Personal Accident Insurance policy from their date of joining.
 - Executives whose gross salary is upto Rs. 21000/- per month are covered under ESI scheme for medical benefits and such employees are excluded from Group Hospitalization Insurance policy.

Yours Sincerely,

For Fino Finance Private Limited,



Authorized Signatory



Accepted

Institute: Chhatrapati Shahu Institute of Business Education and Research Trust, Kolhapur
Applicant ID- 323935

HRD No.2552/Campus Rec-1

August 30, 2019

Pratik Padmakar Jawalkar

**Bungalow No. 3,
SBI Colony near ITI
Panchgaon Road, Kholapur
Maharashtra
416007**

Mobile : 8446186865

महोदय /महोदया /Sir/Madam,

Campus Recruitment
सहायक प्रबंधक(सप्र) ग्रेड 'ए' की नियुक्ति
Recruitment of Assistant Manager (AM) Gr. 'A'

With reference to the interviews held on July 4, 2019 for the captioned post, the Bank is pleased to offer you the post of Assistant Manager - Grade 'A'. This offer is subject to the following Terms and conditions and you meeting the eligibility criteria as communicated to your institute prior to conducting the Interviews, including passing of the requisite Post Graduate degree in the first attempt and submission of a degree certificate to that effect.

1. **चिकित्सा जाँच / Medical Examination:**

आप बैंक में सेवा ग्रहण करने के समय चिकित्सीय रूप से स्वस्थ हों.

You should be medically fit at the time of joining the Bank's services.

2.

(क) आप को प्रारम्भ में आईडीबीआई बैंक के PUNE कार्यालय IDBI House, Dynaneshwar Paduka Chowk, Fergusson College Road, Pune Pin :411004, Maharashtra पर रिपोर्ट करना है | आपको यह निर्देश दिया जाता है की आप अंचल कार्यालय को **September 6, 2019** पर अपनी नियुक्ति संबंधी औपचारिकताएँ पूरी करें | आपकी अंतिम तैनाती का स्थान अंचल कार्यालय द्वारा सूचित किया जाएगा | कृपया नोट करें कि बैंक अपने किसी भी कार्यालय / विभाग / वर्टिकल अथवा अपनी किसी भी सहायक /सहयोगी संस्था की कारोबारी इकाई में आपको पदापित करने का अधिकार अपने पास सुरक्षित रखता है. साथ ही आपको समय-समय पर बैंक के लागू नियमों के अनुसार भारत/ विदेश में किसी भी स्थान पर स्थानांतरित किया जा सकता है.

(a) You will be initially reporting to **PUNE Zonal Office** located at **IDBI House, Dynaneshwar Paduka Chowk, Fergusson College Road, Pune Pin :411004, Maharashtra.** You are advised to report at Zonal Office and complete your joining formalities on **September 6, 2019.** Your final place of posting will be advised by the Zonal Office. Please note that the Bank reserves the right to post you in any of the offices of the Bank in any of its departments/Verticals or offices/business units of its subsidiaries/associate institutions as the Bank may decide. You will also be liable for transfer to any place in India/abroad, as the Bank may decide in terms of the applicable rules of the Bank, prevailing from time to time.

(ख) आपको बैंक द्वारा निर्धारित अवधि तथा निबंधनों एवं शर्तों पर किसी अन्य संगठन में किसी भी हैसियत में सेवा के लिए प्रतिनियुक्त किया जा सकता है।

(b) You will be liable to be deputed to serve in any other organization in any manner whatsoever, for such duration and on such terms and conditions, as the Bank may decide.

3. वेतन एवं भत्ते / Pay and Allowances :

मासिक आधार पर प्रदत्त कुल वेतन में मूल वेतन और अधिकारियों को समय-समय पर मिलने वाले अन्य भत्ते शामिल होंगे। आप ग्रेड 'ए' में सहायक प्रबंधकों के लिए स्वीकार्य अन्य परिलब्धियों / सुविधाओं / लाभ आदि के भी हकदार होंगे। ग्रेड 'ए' में सहायक प्रबंधक के लिए लागू मौजूदा मूल वेतन '23700-980(7)-30560-1145(2)-32850-1310(7)-42020(17 वर्ष)' के वेतनमान में '23,700/- प्रति माह है। आप 28 सितंबर 2018 के बैंक परिपत्र आईडीबीआई बैंक/2018-19/279/एचआर/एचआर-37 के अनुसार सहायक प्रबंधक ग्रेड 'ए' के लिए स्वीकार्य अन्य परिलब्धियों/सुविधाओं/लाभों, आदि के लिए भी पात्र होंगे। कार्यग्रहण के समय लागू वेतनमान, भत्ते, प्रतिपूर्ति, परिलब्धियां और अन्य शर्तें, जिन्हें समय-समय पर आशोधित / परिवर्धित / संशोधित किया जाएगा, लागू होंगी।

The total salary, paid on monthly basis, comprises of basic pay plus such other allowances, as admissible to the officers from time to time. You will also be entitled to such other perquisites/facilities/benefits, etc. as admissible to Assistant Managers in Grade 'A'. The extant basic pay applicable to Assistant Managers in Grade A is ` 23,700/- per month in the pay scale of `23700-980(7)-30560-1145(2)-32850-1310(7)-42020(17 years). You will also be entitled to such other perquisites/facilities/ benefits, etc. admissible to Assistant Managers in Grade 'A' as stated in Banks circular IDBI Bank/2018-19/279/HR/HR-37 dated September 28, 2018. The pay scales, allowances, reimbursements, perquisites and other terms subsisting at the time of joining and as may be modified / amended / revised from time to time would be applicable.

4. नियुक्ति / परीक्षा और स्थायीकरण / Appointment / Probation and Confirmation:

(क) कृपया नोट करे की आपकी नियुक्ति मानदंडों और इसके साथ संलग्न **अनुबंध I** के अनुसार आयु, शैक्षणिक योग्यता (यथा April 1, 2019) को पूरा करने की शर्तों के अधीन है।

(a) Please note that your appointment is subject to fulfilling the eligibility criteria in respect of Age (as on April 1, 2019) and Education qualification advised by the Bank and enclosed herewith as **Annexure I.**

(ख) आप अपनी नियुक्ति की तारीख से एक वर्ष {जिसे 1(एक) वर्ष तक के लिए या ऐसी अवधि के लिए बढ़ाया जा सकता है जो बैंक द्वारा समय-समय पर अपने विवेक के आधार पर निर्णय लिया जाए} के लिए परीक्षा पर रहेंगे/रहेंगी।

(b) You will be on probation for a period of one year from the date of your appointment, {which can be extended by further 1(one) year or such other period, as may be decided from time to time at the discretion of the Bank}.

(ग) परीक्षा अवधि या बढ़ाई गई परीक्षा अवधि, यदि कोई हो, के दौरान तथा बैंक में आपकी सेवा लिखित रूप में स्थायी किए जाने तक आप सेवा छोड़ने या समाप्त करने या त्यागपत्र देने के अपने इरादे के बारे में लिखित रूप में नोटिस दिए बिना बैंक की सेवा नहीं छोड़ेंगे। परीक्षा पर आपको एक महीने का नोटिस देना होगा या आप उसके बदले में अपेक्षित नोटिस अवधि के लिए अपने वेतन के समतुल्य राशि क्षतिपूर्ति के रूप में बैंक को अदा करने के लिए दायी होंगे।

(c) During the period of probation or extended period of probation, if any and until you are expressly confirmed in the service of the Bank in writing, you shall not leave or discontinue your service from the Bank without first giving a notice in writing about your intention to leave or discontinue the service or resign. On

probation, you shall serve a notice period of 1 month or you shall be liable to pay to the Bank as compensation a sum equal to your pay for the period of notice required in lieu thereof.

घ) परिवीक्षा अवधि या बढ़ाई गई परिवीक्षा अवधि, यदि कोई हो, के दौरान और लिखित रूप में बैंक में आपकी सेवाओं का स्थायीकरण होने तक की अवधि के दौरान आपकी सेवाएं परिवीक्षा के पहले माह के दौरान एक महीने की नोटिस देकर और उसके बाद एक महीने के नोटिस अथवा एक दिन या एक महीने के लिए मूल वेतन के भुगतान द्वारा, जैसा भी मामला हो, समाप्त की जा सकती हैं।

(d) During the period of probation or extended period of probation, if any, and until you are expressly confirmed in the service of the Bank in writing, your services are liable to be terminated by one day's notice during the first month of probation and thereafter by one month's notice or by payment for one day or one month, as the case may be, in lieu thereof.

(ड) बैंक की सेवा में आपका स्थायीकरण बैंक द्वारा समय-समय पर बनाई गई स्थायीकरण नीति / स्थायीकरण दिशानिर्देशों के अनुसार बढ़ाई गई परिवीक्षा अवधि, यदि कोई है, सहित परिवीक्षा अवधि के दौरान कार्य-निष्पादन तथा व्यक्तिगत आचरण के निर्दिष्ट मानदंडों को आपके द्वारा पूरा करने के अधीन होगी। कृपया नोट करें कि बैंक स्वविवेकानुसार कार्य-निष्पादन मानदंड पूरा करने के एक हिस्से के रूप में परिवीक्षा अवधि के दौरान उत्तीर्ण किए जाने के लिए परीक्षण / योग्यताएं निर्धारित कर सकता है।

(e) Your confirmation in the services of the Bank will be subject to your meeting and fulfilling the laid down standards of performance and personal conduct during the period of probation including extended period of probation, if any, in terms of the Confirmation Policy / Confirmation guidelines, framed by the Bank from time to time. Please note that Bank may, at its discretion, prescribe test(s) / qualifications to be passed during the probation, as part of meeting the performance standards.

च) यदि आप अपनी परिवीक्षा अवधि या बढ़ायी गई परिवीक्षा अवधि के दौरान बैंक के सक्षम अधिकारी की समुचित अनुमति के बिना लगातार दस दिनों के लिए ड्यूटी पर अनुपस्थित रहते हैं तो यह समझा जाएगा कि आपने बैंक में अपना पद छोड़ दिया है।

(f) In the event of your remaining absent from the duties for a continuous period for ten days without due approval from the competent authority of the Bank during the probation period or extended period of probation, you will be deemed to have vacated your post in the Bank.

(छ) आप, परिवीक्षा अवधि के दौरान अर्जित की गई साधारण छुट्टी(ओएल) का नकदीकरण बैंक की सेवा में स्थाई होने के बाद ही कर पाएंगे।

(g) You will be entitled to encash your Ordinary Leave (OL) balance earned by you during your probation period only after your confirmation in the services of the Bank.

5. वरिष्ठता / Seniority :

आप सामान्यतः बैंक की वर्तमान नीति के अनुसार वरिष्ठता क्रम में रहेंगे।

You will ordinarily rank for seniority in accordance with the extant policy of the Bank.

6. अधिकारी नियमावली / Officer's Rules:

आपकी नियुक्ति समय-समय पर संशोधित, प्रतिस्थापित, पुनरीक्षित, अनुपूरित, आशोधित तथा नवीकृत i) आईडीबीआई बैंक लिमिटेड अधिकारी सेवा नियमावली (ओएसआर), 2006 (ii) आईडीबीआई बैंक लिमिटेड अधिकारी (आचरण) नियमावली (ओसीआर), 2006 तथा (iii) आईडीबीआई बैंक लिमिटेड अधिकारी (अनुशासन व अपील) नियमावली, (ओ डी ए आर) 2006 के प्रावधानों (नियमावली की प्रति बैंक के कार्यालयों में अवलोकन के लिए उपलब्ध है) और बैंक द्वारा समय-समय पर जारी अन्य नियम / विनियम और अन्य आदेश / अनुदेश जो समय समय पर जारी किए जाएंगे, द्वारा शासित होगी।

Your appointment shall be governed by the (i) IDBI Bank Limited Officers' Service Rules (OSR), 2006, (ii) IDBI Bank Limited Officers' (Conduct) Rules (OCR) 2006 and (iii) IDBI Bank Limited Officers' (Discipline & Appeal) Rules (ODAR) 2006 as amended, substituted, revised, supplemented, modified and novated from time to time (available on the Bank's intranet site), the other rules/regulations of the Bank for the time being in force and other orders/ instructions that may be issued to you by the Bank from time to time.

7. उपदान / Gratuity:

आप कार्यग्रहण की तारीख को / सहायक प्रबंधक ग्रेड 'ए' के रूप में समामेलन की तारीख को लागू तथा समय-समय पर आशोधित / संशोधित आईडीबीआई बैंक लि. के उपदान संबंधी नियमों तथा विनियमों द्वारा नियंत्रित रहेंगे.

You shall be governed by the extant rules and regulations, policies etc. of IDBI Bank Ltd. regarding Gratuity as applicable on the date of joining/absorption as Assistant Manager Grade 'A' and as may be modified/ amended / revised from time to time.

8. पेंशन / Pension:

आप समय-समय पर यथा संशोधित / आशोधित आईडीबीआई बैंक लि. नई पेंशन योजना (आईबीएल एनपीएस) [परिभाषित अंशदान योजना] द्वारा नियंत्रित होंगे.

You shall be governed by the IDBI Bank Ltd New Pension Scheme (IBLNPS) [Defined Contribution Pension scheme] as may be modified / amended/ revised from time to time.

9. अंशकालीन अध्ययन / Part-time studies:

बैंक के सक्षम प्राधिकारी द्वारा दी गई लिखित अनुमति के बिना आप कोई अंशकालीन अध्ययन शुरू नहीं कर सकेंगे / जारी नहीं रख सकेंगे.

You will not be allowed to undertake/continue any part-time studies, unless permitted in writing by the Competent Authority of the Bank.

10. नियुक्ति के लिए पूर्व-शर्तें/ Pre conditions for appointment:

आपको दिया गया प्रस्ताव /आपकी नियुक्ति अस्थायी है तथा निम्नलिखित शर्तों के पूर्ण अनुपालन के अधीन है :

Your offer / appointment is provisional and subject to the strict compliance of the following conditions:

- क) पात्रता मानदंडों के अनुसार यथा दिनांक April 1, 2019 को आपके पात्र पाये जाने पर (**कृपया अनुबंध I देखें**)
- (c) Fulfilling the eligibility criteria in respect of Age (as on April 1, 2019) and Education qualification advised by the Bank and enclosed herewith as **Annexure I**.

ख) रिपोर्ट करते समय आपको अपनी आयु, शैक्षिक योग्यता, अनुभव (यदि कोई हो) संबंधी सभी प्रमाण-पत्रों की मूल प्रतियां तथा उनकी सत्य प्रतिलिपियां (**कृपया अनुबंध II देखें**) और आपकी फोटो लगी तथा विधिवत् हस्ताक्षरित करिक्चूलम विटे (सीवी) की प्रति और फोटो पहचान-पत्र प्रमाण (पैन कार्ड / ड्राइविंग लाइसेंस / आधार कार्ड आदि) प्रस्तुत करना होगा. **कृपया आप संलग्न फार्मेट में 2 संदर्भ प्रमाणपत्र (परिशिष्ट V) भी प्रस्तुत करें.** कार्यग्रहण के लिए रिपोर्ट करते समय आपको अपनी आयु, शैक्षिक योग्यता, अनुभव संबंधी मूल प्रमाण-पत्र, उनकी अनुप्रमाणित सत्य प्रतिलिपियां (**कृपया अनुबंध Ib देखें**). **आपको सूचित किया जाता है कि आप पहचान पत्र सहित संलग्न सत्यापन फार्म की तीन फोटो प्रतियाँ ले लें और इन फार्मों को विधिवत् व पूर्ण रूप से भरें तथा कार्यग्रहण के लिए रिपोर्ट करते समय इन फार्मों को तीन प्रतियाँ (सभी मूल) में बैंक को प्रस्तुत करें. कृपया आप संलग्न फार्मेट में दो संदर्भ प्रमाणपत्र, मूल प्रति में, भी प्रस्तुत करें.**

b) You shall produce, at the time of reporting, all the certificates, in original, regarding your age, educational qualifications, experience (if any), together with attested true copies thereof (Please refer to **Annexure II**) and one copy of your Curriculum Vitae (CV) with photograph affixed on it and duly signed and a photo identity proof (PAN card / Driving License / Aadhar Card etc.). You are also advised to furnish two Reference certificates, in the format enclosed (**Appendix V**). You shall produce at the time of reporting for duty all the certificates in original regarding your age, educational qualifications, experience together with attested true copies thereof. (Please see Annexure Ib). **You are advised to take three copies of the enclosed attestation form and identity certificate, fill in all the details in original in all the three copies and submit the duly completed forms, to the Bank, when you report for joining the Bank. You are also advised to furnish two Reference Certificates, in the format enclosed.**

ग) यदि आप अनुसूचित जाति / अनुसूचित जनजाति के सदस्य हैं तो आपको जाति संबंधी प्रमाण-पत्र जारी करने के लिए अधिकृत सक्षम प्राधिकारियों में से किसी एक प्राधिकारी (**परिशिष्ट I (क)** में सूची दी गई है) से केन्द्र सरकार द्वारा निर्धारित फॉर्मेट (**परिशिष्ट- I**) में दिये गये अनुसार) में अनुसूचित जाति / जनजाति संबंधी प्रमाणपत्र प्रस्तुत करना होगा। यदि आप अनुसूचित जाति / जनजाति श्रेणी के सदस्य हैं और भविष्य में आपके धर्म में कोई परिवर्तन होता है तो उसकी तत्काल सूचना बैंक को देना नोट करें। इसके अलावा आपकी नियुक्ति अनंतिम है और जाति / जनजाति की सदस्यता का उचित माध्यम से सत्यापन करने के अधीन है। यदि सत्यापन में इस बात का पता चलता है कि अनुसूचित जाति / अनुसूचित जनजाति से संबंधित आपका दावा असत्य है तो आपकी सेवाएं कोई कारण दिये बिना तत्काल समाप्त की जाएंगी। बैंक आपके विरुद्ध ऐसी कार्रवाई करने का अधिकार अपने पास सुरक्षित रखता है जिसे वह ऐसा झूठा प्रमाणपत्र प्रस्तुत करने के लिए भारतीय दंड संहिता के प्रावधानों के अधीन उचित या उपयुक्त समझे।

c) If you are a member of Scheduled Caste (SC)/Scheduled Tribe (ST), you shall produce Caste/Tribe Certificate in the format, as prescribed by Central Government [given at **Appendix I**] from one of the Competent Authorities empowered to issue such certificate [list given at **Appendix I (a)**]. If you are a member of SC / ST category, you should note to intimate to the Bank forthwith, in case, there shall be a change in your religion, in future. Further, your appointment will remain as provisional and subject to verification of your Caste / Tribe Certificate, through proper channel. Your services will be liable to be terminated forthwith without assigning any reason, in case, the verification reveals that your claim for belonging to SC / ST Category is false. The Bank also reserves its right to take such further action against you, as it may deem fit, proper or appropriate under the Provisions of the Indian Penal Code for production of such False Certificate.

घ) यदि आप अन्य पिछड़े वर्ग (ओबीसी) से हैं तो आपको ओबीसी प्रमाणपत्र जारी करने के लिए अधिकृत सक्षम प्राधिकारियों (सूची **परिशिष्ट II (क)** में दी गई है) से प्राप्त हालिया तारीख का / वैध ओबीसी प्रमाणपत्र (आपके क्रीमी लेयर से न होने के विशेष उल्लेख के साथ) केन्द्र सरकार द्वारा निर्धारित प्रारूप (**परिशिष्ट II** में दिया गया) में प्रस्तुत करना होगा। इसके अलावा आपकी नियुक्ति अनंतिम है और समुदाय / जाति प्रमाणपत्र के उचित माध्यम से सत्यापन करने के अधीन है। यदि सत्यापन से पता चलता है कि ओबीसी से आपकी संबद्धता का दावा या आपके क्रीमी लेयर से न होने का आपका दावा गलत है तो आपकी सेवाएं बिना कोई कारण बताए तथा आपके विरुद्ध ऐसी कार्रवाई पर कोई प्रतिकूल प्रभाव डाले बिना तत्काल समाप्त कर दी जाएंगी जो बैंक ऐसे झूठे प्रमाणपत्र के प्रस्तुतीकरण के लिए भारतीय दंड संहिता के प्रावधानों के अंतर्गत उचित या उपयुक्त समझे।

यदि आप आर्थिक रूप से कमजोर वर्ग (ईडब्ल्यूएस) श्रेणी से संबंध रखते हैं तो आपको इस प्रकार के प्रमाणपत्र जारी करने के लिए अधिकारप्राप्त सक्षम प्राधिकारियों में से एक [सूची **परिशिष्ट II (ए)** में दी गई है] के द्वारा जारी हाल का/मान्य ईडब्ल्यूएस प्रमाणपत्र केंद्र सरकार द्वारा निर्धारित प्रारूप में [परिशिष्ट **iv** में दी गई है] प्रस्तुत करना होगा। इसके साथ ही, आपकी नियुक्ति अनंतिम होगी तथा यह उचित माध्यम से ईडब्ल्यूएस प्रमाणपत्र के सत्यापन के अधीन होगी। यदि सत्यापन से यह पता चलता है कि ईडब्ल्यूएस से संबंधित आपका दावा गलत है तो ऐसे झूठे प्रमाणपत्र प्रस्तुत करने के लिए आपकी सेवा बिना कोई कारण बताए और आपके विरुद्ध भारतीय दंड संहिता के प्रावधानों के अधीन कार्रवाई, जैसा बैंक उचित और उपयुक्त समझे, पर बिना कोई प्रतिकूल प्रभाव डाले तुरंत समाप्त कर दी जाएगी।

d) In case you belong to Other Backward Class (OBC) Category, you shall produce a recent / valid OBC Certificate (with Clause relating to non-creamy layer), in the format, as prescribed by Central Government [given at Appendix II], from one of the Competent Authorities empowered to issue such certificate [list given at Appendix II (a)]. Further, your appointment will remain as provisional and is subject to verification of the Community /Caste Certificate through the proper channel. If the verification reveals that your claim to belonging to OBC Category or non-creamy layer is false, your service will be terminated forthwith, without assigning any further reasons and without prejudice to such further action against you, as the Bank may deem fit, proper or appropriate under the Provisions of the Indian Penal Code for production of such False Certificate.

In case you belong to Economically Weaker Section (EWS) Category, you shall produce a recent / valid EWS Certificate in the format, as prescribed by Central Government [given at Appendix IV], from one of the Competent Authorities empowered to issue such certificate [list given at Appendix II (a)]. Further, your appointment will remain as provisional and is subject to verification of the EWS Certificate through the

proper channel. If the verification reveals that your claim to belonging to EWS is false, your service will be terminated forthwith, without assigning any further reasons and without prejudice to such further action against you, as the Bank may deem fit, proper or appropriate under the Provisions of the Indian Penal Code for production of such False Certificate.

ड) कृपया नोट करें कि यदि आपका जाति प्रमाणपत्र (i) केन्द्र सरकार द्वारा निर्धारित उचित प्रारूप में न हो, (ii) आपके राज्य के लिए भारत सरकार की सूची में उल्लिखित जाति का नाम नहीं दर्शाता हो, (iii) उस पर जारी करने वाले कार्यालय / प्राधिकारी की मुहर न लगाई गयी हो, तो बैंक में आपकी नियुक्ति करने पर विचार नहीं किया जाएगा.

e) Please note that your joining in the Bank will not be considered in following cases: (i) your caste certificate is not in the format, as prescribed by Central Government (ii) your caste certificate does not contain the name of Caste as mentioned in the Central Government list for your state (iii) your caste certificate does not contain Seal of Issuing Office/Authority.

(च) यदि आप शारीरिक रूप से अक्षम (पीडब्ल्यूडी) हैं तो आपको सक्षम चिकित्सा प्राधिकारियों / चिकित्सा बोर्ड से इस प्रयोजन के लिए प्राप्त चिकित्सा प्रमाणपत्र निर्धारित फॉर्म में प्रस्तुत करना होगा (कृपया **परिशिष्ट- III** देखें)

f) If you are a Person with Disability (PWD), you shall produce valid Disability Certificate, in the prescribed format, issued by the Competent Medical Authorities/Medical Board [given at **Appendix III**].

छ) आपको अपने वर्तमान नियोक्ता, यदि कोई है, से उचित कार्यमुक्ति आदेश प्राप्त करते हुए संतोषजनक प्रमाण के रूप में प्रस्तुत करना चाहिए. (**देखें परिशिष्ट - IV**)

g) You shall produce satisfactory evidence of having obtained proper release from your previous employer, if any. (Please see **Appendix V**).

11. अन्य / Others

कृपया नोट करें कि यदि बैंक को कार्यग्रहण के लिए रिपोर्ट करने के बाद आपके संबंध में निम्नलिखित रिपोर्ट/जानकारी प्राप्त होती है तो आपकी सेवाएं बिना किसी नोटिस अथवा उसके बदले में मुआवजा दिये बिना तत्काल समाप्त की जा सकती हैं. :-

Please note that your appointment is liable to be terminated without any notice or compensation in lieu thereof, if after your reporting for duty, the Bank receives:

i) आपके द्वारा दिये गये संदर्भों से अथवा पुलिस जांच से कोई प्रतिकूल रिपोर्ट प्राप्त होती है,
Any adverse report on police enquiry or from the references indicated by you,

या / or

ii) असंतोषजनक कार्य-निष्पादन सहित किंतु इसी तक सीमित नहीं, कारणों से सेवा की समाप्ति सहित आपके पूर्व नियोक्ता (नियोक्ताओं) (यदि कोई है) से कोई प्रतिकूल रिपोर्ट प्राप्त होती है.

Adverse report from your previous employer(s) (if any) including termination of service for reasons including but not limited to non-satisfactory performance only,

या / or

iii) ऐसी जानकारी प्राप्त होती है कि बैंक की सेवा में आने से पहले आपने कोई कदाचार का कार्य किया है, बैंक के मतानुसार जो आपको बैंक में सेवा के लिए अपात्र बना देता है.

Information that you had, prior to joining the Bank's service, committed any act of misconduct, which, in the opinion of the Bank, renders you unfit to serve in the Bank.

12. यदि आपके द्वारा प्रस्तुत घोषणा/विवरण/जानकारी किसी भी समय गलत या असत्य पाई जाती है अथवा कोई महत्वपूर्ण जानकारी छिपाई गयी पाई जाती है तो आपकी सेवाएं किसी नोटिस अथवा उसके बदले में कोई क्षतिपूर्ति किए बिना तत्काल समाप्त की जा सकती हैं.

Your appointment is also liable to be terminated forthwith without any notice or compensation in lieu of notice, if any declaration/statement/information furnished by you is found to be false or untrue or if any material information is found to be suppressed or concealed by you.

13. यह आवश्यक है कि आप अपनी नियुक्ति की तारीख से 3 वर्ष की अवधि में हिंदी का कार्यसाधक ज्ञान प्राप्त करें.

You shall acquire working knowledge of Hindi within a period of 3 years from the date of your appointment.

14. कृपया आप “**Campus Recruitment of Assistant Manager 2019) Applicant ID. (323935)**” विषय लिखकर recruitment@idbi.co.in को ई-मेल भेजते हुए इस प्रस्ताव पत्र के सभी शर्तों एवं निबंधनों के बारे में अपनी पूर्ण और बिना शर्त स्वीकृति सूचित करें. कृपया नोट करें कि उपर्युक्त प्रस्ताव पत्र की स्वीकृति की सूचना यथासंभव शीघ्र, किंतु किसी भी स्थिति में दिनांक September 3, 2019, को 18.00 बजे से पूर्व भेजी जाए. कृपया यह भी नोट करें कि यदि September 3, 2019 को 18.00 बजे तक बैंक को स्वीकृति की सूचना प्राप्त नहीं होती है तो उपर्युक्त प्रस्ताव स्वतः ही समाप्त हो जाएगा. यह स्पष्ट किया जाता है कि स्वीकृति की जानकारी देने / सूचित करने के लिए और अधिक समय प्रदान करने के किसी अनुरोध को बैंक द्वारा स्वीकार नहीं किया जाएगा और बैंक आपके साथ किसी भी प्रकार का कोई पत्राचार नहीं करेगा.

Please convey your absolute and unconditional acceptance of all the terms and conditions of this offer letter through e-mail to recruitment@idbi.co.in, mentioning subject as “**Campus Recruitment of Assistant Manager 2019) Applicant ID. (323935)**”. Please note that the communication of the acceptance of the offer letter may be sent to us on or **before September 3, 2019** latest by 18:00 hours, failing which, the aforesaid offer shall lapse automatically. It is clarified that, no request for grant of further time for conveying/communicating the acceptance to the Bank shall be considered and the Bank shall not enter into any correspondence whatsoever with you.

15. आपके कार्यग्रहण संबंधी औपचारिकताएं इस ऑफर के निबंधनों के अनुसार सभी दस्तावेजों / दस्तावेजों की प्रतियां प्राप्त होने के बाद और बैंक की संतुष्टि तक ऑफर के निबंधनों एवं शर्तों के अनुपालन के बाद ही पूर्ण समझी जाएगी. ऐसा न करने पर बैंक में आपका कार्यग्रहण स्वतः अमान्य और रद्द हो जाएगा और ऐसी परिस्थिति में बैंक आपको किसी प्रकार की क्षतिपूर्ति देने के लिये दायी नहीं होगा.

Your joining formalities will be completed only after receipt of all the documents / copies of documents in terms of this offer and compliance of the terms & conditions of the offer to the satisfaction of the Bank, failing which, your joining in the Bank will become automatically null and void and in such a situation the Bank is not liable to pay any compensation to you whatsoever.

16. **अनुबंध - III** इस पत्र का एक अभिन्न भाग है.
Annexure-III forms an integral part of this letter.

17. किसी संदिग्धार्थकता के मामले में इस प्रस्ताव पत्र का अंग्रेजी पाठ ही अभिभावी होगा.
In case of any ambiguity, the English version of this offer letter will prevail.

भवदीय/ Yours faithfully,

उप महा प्रबंधक /Deputy General Manager
(मानव संसाधन/Human Resources)

संलग्न : यथोक्त.
Encl. : As above

To Whomsoever It May Concern


This is to certify that **Mr. Raviraj Sajjan Kurade (Employee Code :- 10087141)** has worked with our Organisation from **30 Dec 2019** to **16 Jan 2020**.

His last held designation was **Certified Internet Consul** and he was based at **Pune**.

His **Fixed CTC** at the time of leaving was **Rs.204000** per annum.

We wish him all the very best in all his future endeavours.

For Just Dial Limited



Rajesh Madhavan
Chief People Officer

Date : 17 Feb 2020

Place : Pune

17 November 2021

Welcome to Mavenir Prashant Nivas Patil

Congratulations and welcome to Mavenir. We are delighted that you have decided to grow your career with us.

Our future success is strongly linked to the quality of talent in our organization; our employees are one of the best and one of the brightest in the industry. We provide our global workforce an environment that fosters a culture of innovation, excellence and continuous learning. Like others before you, you will be able to build your career at Mavenir into a journey of personal growth and success.

To prepare for your employment with Mavenir, we've included an Employee Offer Packet containing the documents you will need to submit to Mavenir before you begin. Please contact your hiring manager or the recruitment team member to firm up your start date.

You have chosen an exciting time to join us. Again, congratulations and welcome aboard!



Malini Ramdev

Senior Director - Human Resources

17 November 2021

Mr. Prashant Nivas Patil
A/P Wakare, Tal-Karveer,
Dist.-Kolhapur- 416526

Dear Prashant,

Subsequent to your application and the interview meetings, we are pleased to offer you the position of **Graduate Engineer** with Mavenir Systems Pvt. Ltd., ("MSPL" or "Company").

- ✓ Annual Fixed Salary: Cost To Company (CTC) is **INR.6,50,000 p.a.(Rupees Six Lakhs Fifty Thousand Only per annum)**, subject to applicable deductions as per Income Tax rules
- ✓ Annual Benefit Plan is **INR.45,018(Rupees Forty Five Thousand Eighteen Only)**
- ✓ Total Cost To Company (TCTC) **INR.6,95,018 p.a.(Rupees Six Lakhs Ninety Five Thousand Eighteen Only)**

The break-up of the annual salary is given in the Annexure 'A'

This offer must be read and accepted in conjunction with Confidentiality agreement. In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with MSPL.

Your normal workplace will be at company's offices in India. However, MSPL based on its business needs and/or at its discretion can transfer you to any of its branch offices, subsidiaries, associates/ affiliate companies or client offices, or any other location in India or overseas. In such cases, your employment maybe governed by terms and conditions of service applicable at the new location/company.

This offer of employment is contingent upon no adverse information being obtained during reference check with previous employers through background verification and satisfactory completion of MSPL's pre-employment background screening process. By accepting this offer letter you hereby consent to the collection, storage, use, processing and transfer of your data, including sensitive personal data relating to you, by MSPL for legal, administrative and management purposes, including for conduct of such background investigations and/or reference checks that may be carried out in relation to you by MSPL as well as to process payroll information. If you fail any of the above checks, validation or approval, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this conditional offer will immediately be withdrawn without any claim against, or liability to MSPL.

Once all the information has been obtained and you have satisfactorily completed and cleared MSPL's pre-employment background screening process, the same will be communicated to recruitment department. Upon commencement of your employment with MSPL, a final background check will be undertaken with respect to your former employer as applicable. In the event, if it is found that you have provided incorrect, false or misleading information in relation to your former employment, your employment with MSPL will immediately be terminated without any notice or pay in lieu thereof.

Further, this offer of employment is also contingent upon you having validly terminated any pre-existing employment and having submitted appropriate release letters or such other documentation from the previous employers as may be requested by the Company.

Candidate Name: Prashant Nivas Patil

Candidate Signature:.....

Employee Benefits: You will be covered under Company's employee Insurance benefits prevailing during your tenure. Your employment benefits at MSPL would be in accordance with prevailing Human Resources policies and would include Group Medical Cover, Group Accident Cover & Group Life cover.

Full time Work: You shall be in whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company.

Probation & Confirmation: You will be on probation for a period of three (3) months from the date of your joining MSPL and receipt of references satisfactory to the Company. Your probation period may be extended, if considered necessary, at the discretion of MSPL. In a situation where your employment at MSPL cannot be confirmed at the end of the probation period, MSPL reserves the right to immediately terminate your services without any notice or consideration, provided the probation period (including any extension) does not exceed 6 months.

You are required to give 2 months notice in writing of your intention to terminate your employment with the company during your probation period. The notice period to be provided by both you and the company shall be 3 months (or pay in lieu thereof) after the confirmation of your services.

No Smoking Policy - MSPL operates a 'No Smoking' Policy throughout its sites.

Collective Agreements - Your terms and conditions of employment are not subject to collective agreements with Trade Unions.

In the event that you have commenced working for MSPL prior to completion of the background screening process, and have subsequently failed any of the checks, validation or approval, or have not co-operated or provided assistance in undergoing such checks, validation or approval process, your employment will be terminated with immediate effect without any claim against, or liability to MSPL.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you from commencing employment with the company. Upon acceptance by you, a formal appointment letter will be issued by the Company on your date of joining.

New employees are inducted every Monday/Thursday beginning 9.00am. You may therefore choose to commence on Monday or Thursday based on prior confirmation from the Company. On the day of your commencement you will be required to execute all pages including the detailed appointment letter and the Confidentiality agreement.

Please note that this letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between you and the Company. Any employer-employee relationship is only meant to arise upon execution of the appointment letter that will be provided to you at the time of joining. Upon execution of the appointment letter, this letter shall form a part of the terms of your employment and shall be read together with the appointment letter and confidentiality agreement.

This letter shall be governed by and construed in accordance with the laws of India. The courts at Bangalore shall have exclusive jurisdiction to decide any dispute arising out of this letter.

If you have any questions regarding the conditions of your offer, please feel free to contact the recruitment team member.

Candidate Name: Prashant Nivas Patil

Candidate Signature:.....

The letter of offer is valid for 2 days from the date hereof for conveying your acceptance.

We look forward to having you with us in our team.

Sincerely,
For and on behalf of Mavenir Systems Pvt. Ltd.



Malini Ramdev
Senior Director - Human Resources

I, Prashant Nivas Patil agree with, understand and accept the above terms.

Candidate Signature:

Date:

Candidate Name: Prashant Nivas Patil

Candidate Signature:.....

Annexure 'A'

Annexure to the Offer letter of Prashant Nivas Patil		
Candidate's Name	: Prashant Nivas Patil	
Business Title Offered:	Graduate Engineer	
Salary Stack-up		
Particulars	Salary Per Month	Salary Per Annum
Basic & DA	21667	260000
House Rent Allowance	8667	104000
Other Allowance	21233	254800
Company's contribution to PF	2600	31200
Monthly Salary	54167	
A) Annual Fixed Salary: Cost To Company (CTC)		650000
Benefits		
* 1. Insurance (GMC, GAC & GTL)		32518
* 2. Gratuity		12500
B) Annual Benefits Plan		45018
C) TOTAL COST TO COMPANY (TCTC) (A+B)		695018
<p>The above Salary is subject to TDS as per the prevailing Income Tax rules</p> <p>*1. Insurance Coverage under Group Medical cover (GMC), Group Accidental Cover (GAC), Group Term Life (GTL) as per company policy.</p> <p>* 2. Gratuity is payable as per the Gratuity Act. The Value is indicative as the Gratuity amount will be paid only on separation, provided employee has completed eligible years of continuous service as on the exit date.</p> <p>'HRA' is an indicative number, this will vary based on the percentage of HRA you elect for each financial year.</p> <p>'Other Allowance' comprises of Employee contribution to PF and components which are tax deductible as per the prevailing Income Tax rules like LTA, Meal Card, Fuel reimbursements, and Telephone/Broadband reimbursement.</p>		

Candidate Name: Prashant Nivas Patil

Candidate Signature:.....

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4947603/965680,

09/26/2021,
Rahul Ashok Kori.

Dhayari pune 411041
pune, Maharashtra
India.

Confidential

Dear Rahul Ashok Kori,

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 **09/30/2021** (or such other date as may be communicated to you by the Company), as per details given below

- A) Your current designation will be **Analyst/A4**.
- B) You will be required to work at the Company's offices in **IN Pune**.
- C) You have to report by 8:30 am at **IN 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,
MIDC , Talwade, Pune 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 380,006.00 (Rupees Three Lakh Eighty Thousand And Six 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:

Analyst

Total Cost to Company (CTC).

Rs.380,006.00

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.1,199.00	Rs.14,388.00
Other Allowances and Reimbursements – 2 +	Rs.147.00	Rs.1,764.00
Advance Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.341,940.00
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.372,204.00
Total Cash Compensation		Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 380,006.00

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: **Rahul Ashok Kori**

Date: **09/26/2021**

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

The information contained in this message is proprietary and confidential. Copyright © 2021. All rights reserved by Capgemini.

From: "Saloni Gupta" <gsaloni955@gmail.com>
To: "Shruti Jamsandekar" <ssjamsandekar@siberindia.edu.in>
Date: 7/18/2022 4:53:18 AM
Subject: Re: Saloni Gupta (MCA Batch 2016-19)

Hello ma'am,

PFA scanned copy of appointment letter.

Thanks,
Saloni Gupta

On Sat, Sep 7, 2019, 4:52 PM Saloni Gupta <gsaloni955@gmail.com> wrote:

PFA scanned copy of confirmation letter.

Thank you,
Saloni Gupta



Bitwise Solutions Pvt. Ltd.
 Bitwise World
 Off International Convention Centre
 Senapati Bapat Road
 Pune 411016 India
 CIN: U72200PN1997PTC015155
 +91 20 40102000
 bitwiseglobal.com

6th July 2019

To,
 Saloni Gupta
 Employee No.: 003054

Re: Permanent Employment & Salary Revision

Dear Saloni,

This is with reference to the appointment letter dated 8th January 2019, stating your appointment with us from 8th January 2019 till 5th July 2019.

It gives us great pleasure to confirm your appointment with Bitwise Solutions Pvt. Ltd. from 6th July 2019 as **Trainee Programmer**. Also your salary has been revised to ₹ **3,84,000/-** (Rupees Three Lac and Eighty Four Thousand only) P.A. The breakup of your salary is as follows:

	Annual in ₹	Monthly in ₹
Basic	1,80,000.00	15,000.00
HRA	72,000.00	6,000.00
Transport Allowance	36,000.00	3,000.00
Special Allowance	14,400.00	1,200.00
Medical Allowance	36,000.00	3,000.00
Gross	3,38,400.00	28,200.00
*Bonus	24,000.00	0.00
Company Contribution to PF	21,600.00	1,800.00
CTC	3,84,000.00	30,000.00

*Bonus will be paid proportionately during 2020 Diwali.

All other terms and conditions of your service will remain unchanged. We look forward to your continued commitment.

Thanking you,

For BITWISE SOLUTIONS PVT LTD

Arati Joshi
Vice President

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

Shweta Annasaheb Sawkar

13th September 2018

Dear Shweta Annasaheb Sawkar,

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 salary 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 tentative joining date will be 07th January 2019.
- 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 its 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

Office Address: 101 VIP Plaza, Off New Link Road, Andheri (W), Mumbai 400 053

Accepted
Shweta
23/09/2018
(Shweta A. Sawkar)


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 two months' notice on either side. The management reserves the right to terminate your services by giving two months' notice or two months' emoluments in lieu thereof. Should you wish to leave the services of the company, you shall give two months' 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 two months' 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 and the company will not be liable to give you any experience letter in that case.**
- You will be under training for the first six months of your employment and on successful completion of the training, you will be assigned to projects as the Company deems fit. You are required to continue in the services of the company for a period of 18 months, after the completion of your 6 months training period. In case you decide to leave the services of the company before the completion of the 24-month period from the date of joining, the Company reserves the right to withhold any and all dues owed to you, including your Salary and security deposit. Further, in such a case, the company will not be liable to issue any experience letter to you.
- 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.

Office Address: 101 VIP Plaza, Off New Link Road, Andheri (W), Mumbai 400 053

Accepted

23/05/2018
(Shweta A. Sawkar)

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

- 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 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

Office Address: 101 VIP Plaza, Off New Link Road, Andheri (W), Mumbai 400 053

Accepted
Shweta A. Sawkar
23/09/2018
(Shweta A. Sawkar)



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

RE: CV of my student

2 messages

DECPL <sanjay.j@deccanenviro.net>

Mon, May 13, 2019 at 1:56 PM

To: "Er. Dhananjay S Mali" <malids@siberindia.edu.in>, drsdkadam@siberindia.edu.in

Cc: amod.g@deccanenviro.net, rajanish.a@deccanenviro.net

Good Afternoon Sirs.

We are thankful for the kind courtesy extended during our visit on 10th May' 19 at your Esteemed Institute.

We were pleased to conduct the CAMPUS INTERVIEW and had a good interaction with your students.

As per our requirement and the interviews conducted, we have shortlisted following students:

A.	SALES EXECUTIVE (TRAINEE)
1.	Mr. Mukesh Kore
2.	Mr. Kishor Chougule
B.	PROJECT EXECUTIVE (TRAINEE)
1.	Mr. Vihar Kamble
2.	Mr. Abhishek Desai
3.	Ms. Rohita Shetage
4.	Ms. Sonali Mote
C.	COMMISSIONING EXECUTIVE (TRAINEE)

1.	Mr. Swapnil Kait
2.	Mr. Akshay Chormare
3.	Ms. Aparna Kadam

Our Gross (CTC) package offered will be Rs. 1,80,000/- per annum and the trainee has to sign the contract agreement to serve our organization for 2 years which includes six month training + six month probation + 1 year service (minimum).

We now request you to please discuss with your students and let us know when we can conduct the PERSONAL INTERVIEW in our Pune office. Your response is solicited within one week else we will have to source the students from other institute.

Trust this is inline and look forward for your feedback at the earliest.

Warm Regards,

Sanjay Javanjal

From: Er. Dhananjay S Mali [mailto:malids@siberindia.edu.in]

Sent: 03 May 2019 16:41

To: DECPL <sanjay.j@deccanenviro.net>

Subject: CV of my student

Please find attached here with CV of my student

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

Draft To: DECPL <sanjay.j@deccanenviro.net>

Fri, May 17, 2019 at 6:31 PM

Sir, First of all I am very much thankful for shortlisting our students in your reputed organization. The shortlisted students are visiting your organization tomorrow Saturday 18/5/2019 around 11.30am. Some shortlisted students joined in some other companies so in their space I have added some best and needy students. Pl. accept them. Once again thanks for +ve cooperation .

[Quoted text hidden]



ASTECC

Astec LifeSciences Ltd.

OFFER DOCUMENT

(Requisition Number: 421673)

Prashik Bharatiy



Astec LifeSciences Limited
Registered Office : Godrej One,
3rd Floor, Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai 400 079, India
Tel. : +91-22-2518 8010/8020/8030
Fax : +91-22-2518 8485
Email : gavkho@godrejagrovvet.com



Astec LifeSciences Ltd.

February 24, 2022

Dear Prashik Bharatiy,

We are pleased to offer you the position of **Executive - EHS, in the EHS based out of Mahad** in our organization.

This offer is subject to you being found medically fit, veracity of documents submitted during recruitment process, satisfactory reference checks and you joining us on **March 23, 2022**.

Please refer to Annexure-I for the compensation offered to you along with the break up. A detailed letter of appointment will be issued to you on the date of joining.

Please accept the offer on the recruitment platform by February 26, 2022.

The following document includes:

1. Detailed Offer Structure
2. Frequently Asked Questions which will help you understand the offer structure better.

Yours faithfully,

for **ASTEC LIFESCIENCES LIMITED**

Ritesh Bhardwaj

General Manager - Human Resources



Astec LifeSciences Limited
Registered Office : Godrej One,
3rd Floor, Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai 400 079, India
Tel. : +91-22-2518 8010/8020/8030
Fax : +91-22-2518 8485
Email : gavlho@godrejagrovet.com



ASTEC

Astec LifeSciences Ltd.

Annexure I

Offer Structure

Name: Prashik Bharatiy		
Designation: Executive - EHS		
Grade: Executive		
Components	Per Month	Per Annum
Basic	13750	165000
HRA	8938	107256
Bonus / Ex-Gratia	2100	25200
Flexible Compensation	14918	179016
PF (Employer Contribution)	1800	21600
Gratuity	661	7932
Fixed CTC	42167	506000
PLVR I		30800
PLVR C		13200
Total CTC		550000

If you are joining on or after 1st October, 2021 you will not be eligible for increment for the FY 2021-2022. Your next compensation increment would be due in April, 2023.

- PLVR refers to Performance Linked Variable Remuneration, and is paid based on individual and organizational performance
- Flexi Pay Components will include education allowance, food coupons, LTA, telephone reimbursements, Bonus and supplementary allowance. Each component has a grade specific amount attached to it and employees have the flexibility of choosing components within the flexi pay framework
- Your CTC does not take into account the cost incurred by the company towards Hospitalization and Group Term Insurance. You will be covered under the Group Insurance Scheme and Medical Benefits for you and your dependents (up to a maximum of 3 – among spouse, children, dependent parents), with the exact limits detailed in the FAQs attached

I agree to the above terms and conditions of employment


(Prashik Bharatiy)



Astec LifeSciences Limited
Registered Office : Godrej One,
3rd Floor, Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai 400 079, India
Tel. : +91-22-2518 8010/8020/8030
Fax : +91-22-2518 8485
Email : gavkho@godrejagrovet.com



Astec LifeSciences Ltd.

FREQUENTLY ASKED QUESTIONS

1. What are the different components of my compensation structure?

Your compensation structure (CTC) has three broad components:

1. Fixed Component
2. Flexible Component
3. Variable Component (Incentives)

2. What is the fixed component of my compensation structure?

- The Fixed component of your compensation structure includes Basic, House Rent Allowance (HRA), Provident Fund (PF), and Gratuity. Basic will form a part of your monthly in-hand salary
- House Rent Allowance (HRA) - This HRA component is a cash allowance in the salary structure and will be part of monthly in hand salary structure. This will be calculated as 65% of the basic.
- Bonus and Ex Gratia: Employees in Level 1 shall be paid Statutory Bonus / Ex-Gratia amount of Rs 2100/- per month. For employees eligible for the Statutory Bonus under the Payment of Bonus Act, 1965, this amount will be adjusted against the Statutory Bonus payable.
- The employees covered under 'The Extra Mile Sales Incentive Scheme' shall not eligible for PLVR I component separately. The Base Sales Incentive mentioned in the Compensation Structure shall be paid as per the terms & conditions specified in 'The Extra Mile Sales Incentive Scheme'.
- PF will be calculated as 12% of your Basic or Gross excluding HRA capped at Rs.15000 whichever is higher. Provident Fund involves equal contributions from the employer and employee (the amount indicated is the employer contribution, the employee contribution will be made through a deduction from salary).
- Gratuity will be calculated as 4.81% of your Basic. Gratuity is payable as per the Payment of Gratuity Act, 1972 and eligibility commences on completion of 5 years of employment.

3. What is the Flexible component of my compensation structure?

The Flexible component of your compensation structure is a fixed pre-determined component of your compensation and comprises the flexible allowances/ reimbursements that you will get as a part of your monthly in-hand salary. You can allocate this amount to different items from our basket of allowances/ reimbursements at the start of each financial year, as per the defined eligibility of your grade.

The basket of flexible allowances/ reimbursements includes:



Astec LifeSciences Limited
Registered Office : Godrej One,
3rd Floor, Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai 400 079, India
Tel. : +91-22-2518 8010/8020/8030
Fax : +91-22-2518 8485
Email : gavlho@godrejagrovvet.com



Astec LifeSciences Ltd.

- **Leave Travel Allowance**

Leave travel allowance is provided to employees and their family for the leave taken to any place in India. The exemption is provided in respect of two journeys performed in a block of four calendar years.

The employee cannot claim deduction for both the journeys in one year. The government fixes block of years which are calendar years and not financial years. The current block runs from 2018-2021.

Employee can claim LTA exemption up to value of (2 X Basic salary per month) in a year. The employee needs to submit proof of travel to his/her employer and also keep copies for his or her own records. Such proofs are helpful at the time of the audit of the tax return of the individual. Proof of travel could be, for example, tickets, boarding passes, etc.

- **Education Allowance**

Children education for tuition fees and hostel allowance can be reimbursed up to a limit of Rs. 500/- Per month for a maximum of two children on submission of proofs.

- **Supplementary Allowance**

The amount left after adjustment in the above allowances is paid as supplementary allowance.

4. What is the difference between the Flexible and Variable components of my compensation structure?

The Flexible component is a fixed pre-determined component of your compensation structure. You can allocate this amount to various components, as per the grade eligibility defined at the start of each financial year, to maximize tax benefits.

The Variable component implies your Performance Incentives, which is linked to your annual performance and the annual business performance for a given financial year.

5. How long will be my Probation period?

Your probation period is 6 months from the date of joining.

6. What is my notice period?

You will be on probation for 6 months and during this tenure notice period will be **30 days** for either side. After confirmation, the notice period will be **60 days** for both parties.

7. Does my CTC include Hospitalization and Insurance Benefits?

- Our Hospitalization and Insurance Benefits are not a part of your CTC but over and above the CTC. These benefits are detailed below:



Astec LifeSciences Limited
Registered Office : Godrej One,
3rd Floor, Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai 400 079, India
Tel. : +91-22-2518 8010/8020/8030
Fax : +91-22-2518 8485
Email : gavlho@godrejagrovvet.com



Astec LifeSciences Ltd.

ASTECC

- Our Hospitalization Scheme is applicable to you and your family (self + three applicable for your spouse, parents and children). As per this scheme, we will reimburse up to 90% of the applicable annual Hospitalization Limit.
- You can also include additional dependent through self-paid option to buy cover for them.

Grade	Annual Hospitalization Limits	Reimbursement by the company for self and dependents
Jr. Officer to AM	INR 5 lakhs	90%

We would like to help support you in the event of a medical exigency. With this intent, we will also reimburse up to 50% of the expenses incurred (on you alone) beyond the Annual Hospitalization Limits. This will become applicable once you have exhausted the limits, which you are entitled to (on self and declared dependents).

Maternity Benefits

The expenditure on maternity will be counted as a part of the limits for Hospitalisation coverage and will be capped at Rs. 2.5 Lakhs reimbursement to the employee (90% will be reimbursed on the total amount). Pre and Post-natal expenses covered within this limit (hospitalisation only).

Top up Option:

- You will have the option to Top up the sum insured amount.
- Top up is a voluntary policy with an additional sum insured which can be used on exhaustion of the base sum insured.
- Top up policy gets triggered only after the base sum assured gets exhausted and cannot be used for capped ailments and Maternity

Group Term Insurance Policy

You are also covered under a Group Term Insurance Policy. The scheme provides the following coverage in the event of untimely death of an employee.

Grade	Sum Insured (INR)
Officer to Assistant Manager	INR 30,00,000/-



Astec LifeSciences Limited
 Registered Office : Godrej One,
 3rd Floor, Pirojshanagar,
 Eastern Express Highway,
 Vikhroli (E), Mumbai 400 079, India
 Tel. : +91-22-2518 8010/8020/8030
 Fax : +91-22-2518 8485
 Email : gavlho@godrejagrovvet.com



Astec LifeSciences Ltd.

8. What are the Leave Benefits that I can avail?

We believe that availing leave is necessary for you to improve productivity at the workplace and have a healthy work-life balance. Our Consolidated Privilege Leave (CPL) Policy is designed to best enable you to take regular leave and maintain this balance. You will be eligible for 25 working days of CPL annually (weekends and holidays falling during a period of CPL availed, will not be counted as part of the availed CPL) which is credited at the beginning of the year. This will be proportionately adjusted if you join or leave the services of the company during the year.

The Sick Leave Module is designed to enable you to avail leave on a 'need to' basis when you are unwell. In addition to this leave, you will also have Fixed Holidays as per the calendar for the year.

9. Is there a Code of Conduct I need to adhere to?

Yes, Godrej Code of Conduct outlines our Business Principles and how they apply to each of us. Employees are expected to adhere to these principles in both spirit and practice as they lead Godrej into the future. The Code of Conduct has been attached in the mail for your quick reference. You are requested to please go through the Code of Conduct in detail (specially the Confidentiality and Non-Compete clauses) before accepting the offer.

Thank you



Astec LifeSciences Limited
Registered Office : Godrej One,
3rd Floor, Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai 400 079, India
Tel. : +91-22-2518 8010/8020/8030
Fax : +91-22-2518 8485
Email : gavlho@godrejagrovvet.com



Excel Industries Ltd.



IS/ISO 9001:2015
IS/ISO 14001:2015
IS 18001:2007
Certified by BIS.

XL/PMS/JUNE/2021

29th June, 2021

Mr. Prashik Babaso Bharatiy
Emp Code: 40318
Grade: M7
Location: Lote

Subject: Management Remuneration Review - 2021

Dear Prashik,

We take this opportunity to congratulate you and express our appreciation for your valuable contribution in achieving company objectives. We are pleased to inform you that your remuneration stands revised from **1st April, 2021**.

Based on your performance your compensation is revised to **Rs. 4.09 Lakhs per annum**. Detailed break-up of your annual compensation is provided in the Annexure A. Changes made in this year CTC structure are explained in Annexure B.

We are confident that you will contribute with greater zeal and enthusiasm towards the success of organization and your own growth.

Your compensation and its details are confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your functional head or HR will be considered as breach of agreement by you. Your compensation package is unique to you and not for comparison with other employees of the company.

You will be eligible for Performance Linked Incentive scheme as per Company's variable pay policy.

Your notice period has been changed to two months with immediate effect.

Kindly sign this letter as a token of your acceptance.

In case of queries or clarifications, please contact your Manager or HR.

We wish you all the very best.

Yours Sincerely,
For **Excel Industries Limited**

N R Kannan
Chief Executive Officer

Encl: Annexure A & B.

Neha Tiwari
VP – Human Resources

I Confirm and Acknowledge,

(Prashik Babaso Bharatiy)



Excel Industries Ltd.



IS/ISO 9001:2015
IS/ISO 14001:2015
IS 18001:2007
Certified by BIS.

Date:29-Jun-21

Annexure A

Employee Code : 40318
Name : Prashik Babaso Bharatiy
Grade : M7
W.e.f. : 01-Apr-21

Components	Mar-21	Apr-21
Monthly Components		
Basic	1200	16520
Dearness Allowance	13970	0
HRA	6068	6608
Washing Allowance	1000	1000
Special Allowance	0	2930
Total of Monthly Components (A)	22238	27058
Salary Per Annum (PM*12) (B)	266856	324696
Annual Components (C)		
Leave Travel Allowance	7500	7500
Retirement Benefits (D)		
Employer's contribution to PF	21845	23789
Super Annuation	0	0
Total of (B+C+D)	296201	355985
Gratuity	8752	9531
Statutory Bonus	19280	24000
Performance Linked Incentive *	0	20000
CTC	324233	409516

* You will be entitled to the Performance Linked Incentive (PLI) as per the Variable pay policy of the Company.

Other Benefits : Medical Insurance (You will be covered under the Group Mediclaim Policy.)

For Excel Industries Ltd.

N R Kannan
Chief Executive Officer

Neha Tiwari
VP - Human Resources

I Confirm and Acknowledge,

Prashik Babaso Bharatiy



Excel Industries Ltd.



IS/ISO 9001 2015
IS/ISO 14001 2015
IS 18001 2007
Certified by BIS.

ANNEXURE - B

29 June 2021

Changes made in the Compensation Structure from 2021

Over the last few years, the company has been evolving its employee performance management system and compensation strategy. A conscious effort was being made to align these with the emerging organizational needs and market trends. Since 2018, we have moved to annual compensation changes.

Continuing this journey and direction, some more changes are being implemented in this year and same is explained below. It is important to point out at this stage that the proposed structural changes this year will not decrease the pre-increment CTC package of individual employee in anyway. They are so designed to focus on increasing benefit and to reward performance.

Dearness Allowance:

1. Since the Company has adopted an annual increment cycle, Dearness allowance in the salary do not have relevance any more. Hence it is proposed to be merged with the Basic Salary wef 1 Apr 2021.
2. Company had a usual practice of revising DA in January every year. Accordingly the DA revision that was due in January 21, will be paid as arrears for period Jan – Mar 21 (3 months). Subsequently, it will be merged into Basic from Apr 2021.

Ex-Gratia:

1. Based on the Company's performance during a year, the company, at its discretion used to pay an Ex-Gratia sum to all its Management Staff during Diwali of next year.
2. Accordingly, the Ex-Gratia payable for FY 2020-21 performance, shall be paid during Diwali of 2021, say in October / November 2021.
3. From FY 2021-22 year, this Ex-Gratia payable during Diwali 2022 (for FY 2021-22 performance), is proposed to be subsumed into other CTC components as follows:
 - a. One time addition to Superannuation arising out of DA merger into basic for those employees who are covered under Superannuation fund.
 - b. For those employees who are not covered under Superannuation, an equivalent sum is added to their special allowance.
 - c. Those employees who are covered under the Bonus Act, the statutory bonus will continue to be paid. From FY 2021-22, this statutory bonus is revised to Rs.24,000/- per annum.
 - d. For those employees who are not covered under the Bonus Act, payment of statutory bonus will be discontinued. In lieu of this, the same amount will be adjusted against line items like special allowance and PLI, including PLI for M7-M4.
 - e. Any residual amount after the above adjustments, will be added to the monthly special allowance.



Excel Industries Ltd.



IS/ISO 9001 2015
IS/ISO 14001 2015
IS 18001 2007
Certified by BIS.

4. Above changes will be made effective Apr 2021 compensation. A notional sum of Rs 60,000/- is taken as the basis and this value has been allocated as explained above. Individual increment letters will give specific individual details.

Performance Linked Incentive (PLI) for M4-M7:

1. The company has been following a Performance Linked Incentive scheme for its Managers and above grades since several years. Objective of this is to motivate and reward higher performing employees.
2. It is proposed to introduce a similar PLI scheme for remaining management staff in M7 to M4 grades as well. The maximum eligible PLI for each employee will be mentioned in their increment letter and the actual payout in the next year will depend on performance.
3. As the management staff in M7-M4 predominantly have common tasks and outcomes, their individual PLI award will be equally based on Company and respective Team performance Scores.

N.R. Kannan

Digitally signed by
NAGAYANALLUR
RAMACHANDRAN
KANNAN

N.R. Kannan
Chief Executive Officer

12th March, 2022
Ref: APL / CHR / 21-22 / 482

To,
Mr. Rakesh Patil
S/O Raosaheb
At Lingnoor Kasaba
Post - Kadgaon Dist Kolhapur
[Maharashtra - 416 216]

Sub: Invitation of Employment

Dear Mr. Rakesh,

In continuation to the interaction you had with us personally, we are pleased to offer you an invitation of employment with us on the following terms.

- A. **Post:** Executive – EHS
- B. **Place of Posting:** Kanandwadi (However, you may be transferred to any city in India or to any of our group of company)
- C. **Date of Joining:** On or before 01st April, 2022
- D. **Salary:** As discussed and mutually agreed to be paid on monthly basis
- E. **Type of Employment:** You shall be in probation for a period of Six months from the date of joining which can be extended or terminated at the sole discretion of Management without assigning any reason and without notice during your probation period, if needed. On successful completion of your probation period, you shall be informed in writing regarding confirmation of your services.
- F. **Good Governance:** As a good governance company, it expects their employees to accept and adhere Company's code of conduct, Corporate Ethics and Values, professional confidentiality and communication related guidelines/ agreement. You will therefore require signing such policies on joining.
- G. **Offer Validity:** It is discussed / accepted and mutually agreed that this offer stands valid subject to:
- Acknowledging the acceptance of this offer within 2 days of issue,
 - You being declared medically fit after pre-employment medical check-up. For pre-employment medical check-up, please refer Annexure attached herewith.
 - Submission of your resignation copy duly acknowledged by your present employer within 7 days of declaring medically fit.
 - Your confirmation of being under no obligation by any confidentiality or any other agreement with the present or any other past employers within 7 days,
 - Submission and receipt of Self-attested documents related to information and particulars furnished by you in your application (including bio-data at the time of interview and subsequent discussion) within 7 days; documents such as your;



Astral Limited (Formerly known as Astral Poly Technik Limited)

Registered & Corporate Office: 207/1, 'Astral House', B/h Rajpath Club, off S. G. Highway, Ahmedabad - 380059, Gujarat, India.
P: +91 79 6621 2000 | F: +91 79 6621 2121 | W: astralpipes.com | CIN: L25200GJ1996PLC029134



- (1) Birth certificate, Permanent Account No (PAN), Aadhar Card No., Permanent address proof.
- (2) Academic qualification (from Std. 10th to highest degree achieved),
- (3) Professional career with experience and relieving testimonials of all previous employments as stated / declared in your application and subsequent discussion.

Please note that upon completion of pre-employment medical check-up, if you are found medically unfit, said offer stands cancelled or withdrawn automatically and you shall have no lien on employment in the company.

Please be informed that if it transpires during the process of recruitment that you have made a false statement / declaration / or have not disclosed a material fact or not furnished documents in support of the facts / information furnished by you within the stipulated time, the management may treat the offer cancelled.

You shall furnish copy of the relieving letter and no due certificate from existing employer at the time of your joining.

On timely submission of all documents and completion of joining formalities, detailed letter of appointment will be given.

Please acknowledge this invitation and confirm your exact date of joining.

We wish you all the best and long association with us.

Yours Faithfully,
For Astral Limited,



Jayesh Naik
Deputy General Manager - HR

Encl.: Annexure for Pre-employment medical health check-up

I, Rakesh Patil, have received the offer of employment and accept the same.


Signature:

Date: 16-03-2022

CSIBER Trust's

D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR

Roll Call 2018-19 : 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	Akerkar Kishor Santosh								
2	Awale Sunder Bhikaji								
3	Bawale Sujay Sunil								
4	Bhosale Aashish Kumar								
5	Chavan Deepali Shivaji*								
6	Chougule Vijay Baburao								
7	Dawle Kishor Ramakant								
8	Gaikwad Madan Mohan								
9	Hajare Snehal Chandrakant*								
10	Hakim Sameer Mubarak								
11	Homannavar Shruti Kallappa*								
12	Jadhav Atul Sukhadev								
13	Kalagoudra Ramesh Bharamappa								
14	Kamble Akash Mahavir								
15	Kamble Priyanka Ashok*								
16	Kamble Rishabh Deepak								
17	Kazi Salman Firoj								
18	Kurane Amit Badam								
19	Lagare Akshay Shivaji								
20	Lawand Pooja Subhash*								
21	Mane Kajal Suresh*								
22	More Shivprasad Gajanan								
23	Musale Amol Devappa								
24	Nandrekar Reshma Bhaskar*								
25	Patil Asmita Madhukar*								
26	Patil Maithili Mohan								
27	Patil Priyadarshani Ashok*								
28	Patil Sandeep Dhondiba								
29	Patil Vaibhav Vilas								
30	Patil Vaibhav Vishnu								

Roll No.	Name of the student	DATE						Tot Present	Tot Absent
31	Patil Vijay Mahadev								
32	Powar Vaibhav Ganapati								
33	Pujeri Ramasidda Bharamappa								
34	Raje Vinay Shivaji								
35	Sawant Nutan Ganesh*								
36	Salokhe Siddharth Sanjay								
37	Salunkhe Manisha Kashinath*								
38	Sasane Pritam Bayaji								
39	Shaikh Khushboo Adam*								
40	Shelar Sukanya Surendra*								
41	Shevade Omkar Umesh								
42	Shinde Akshay Rathilal								
43	Shinde Asha Ashok*								
44	Varake Akshay Shankar								

Sign of faculty

CSIBER Trust's
D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR
Roll Call 2018-19 : 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	Bagal Vishwajit Mansing								
2	Bankar Jyoti Shivaji*								
3	Bansode Shalom Anand								
4	Bhadalkar Komal Nandkumar*								
5	Bhandare Rohita Kalidas*								
6	Bodare Somnath Umaji								
7	Bolawade Pooja Ashok*								
8	Chandanshive Kajal Arun*								
9	Dixit Shital Gajanan*								
10	Dappadwad Pallavi Uttam*								
11	Gaikwad Pooja Nandkumar*								
12	Dudhagol Shubhangi Basavant								
13	Kadam Amol Shrikant								
14	Kambale Ajay Somanath								
15	Kamble Akshay Babasaheb								
16	Kamble Shubham Vishwas								
17	Kamble Shweta Shashikant*								
18	Kamble Sujata Shrikant*								
19	Kamble Sunita Narsing*								
20	Kadam Anupriya Atmaram*								
21	Kore Swapnil Parasharam								
22	Korvi Vikram Manik								
23	Kumbhar Manoj Lalaso								
24	Kumbhoje Mayuri Shital*								
25	Lohar Sujata Bhikaji*								
26	Mali Bhagyashri Balaso*								
27	Mali Prasanna Umesh								
28	Mane Sukanya Sukumar*								
29	Medhe Sapna Vasudeo*								
30	Nandiwale Vinod Vasant								
31	Pandharbale Vishal Vbhimrao								
32	Patil Vidya Ramanand*								

Roll No.	Name of the student	DATE						Tot Present	Tot Absent
33	Parit Anita Arjun*								
34	Patil Abhijit Shivaji								
35	Patil Komal Sanjay*								
36	Patil Priyanka Tanaji*								
37	Patil Sourabh Bharat								
38	Patil Shital Pandurang*								
39	Patil Suraj Pandurang								
40	Patil Vrushali Anil*								
41	Patole Sushant Annaso								
42	Patil Yogesh Prakash								
43	Sankpal Dipali Nandkumar*								
44	Shinge Aishwarya Arun*								
45	Shirsole Shubham Sudhakar								
46	Sonawane Anuradha Bhausheb*								
47	Talekar Surekha Yashavant*								
48	Tupe Rajkumar Dagadu								
49	Waghmare Nikhil Shantaram								
50	Gajendragadkar Bhagyashri*								
51	Palshetkar Tejal Ravindra*								
52									
53									
54									

Sign of faculty

CSIBER Trust's
D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR
Roll Call 2018-19 : 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 ✓	Bhosale Koustubh Subhash								
2	Chandanshive Akshata Ashok*								
3 ✓	Dethe Chhakutai Bhimrao*								
4	Gaigore Vihar Vijay								
5	Hirugade Ajit Dadu								
6	Kamble Ashwin Gajanan								
7 ✓	Kolhe Vaibhav Dilip								
8	Mahadik Jyoti Ramkrishna*								
9	More Pooja Shashikant*								
10	Mulla Sofiya Aslam*								
11	Mulla Sumaiyya Mansoor*								
12 ✓	Parihar Varsha Goutam*								
13	Satute Neha Suresh*								
14 ✓	Shinde Satish Balasaheb								

Sign of faculty

Date: - 25/04/2022

To,

Mr. Satish Balasaheb Shinde

Pashan

Pune.

Subject: - Appointed for the post of Psychiatric Social Worker.

Dear Mr. Satish ,

I am informing you that you have been appointed for the role of Psychiatric Social Worker at Jagruti Rehabilitation Centre, Pune. This is an official letter confirming your employment which starts on 01/05/2022.

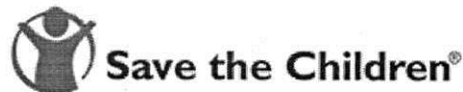
Your employment is subject to the terms and conditions details at the time of interview. This job is for 11 month of period.

Congratulations and welcome to Jagruti Rehabilitation Centre, Pune Branch



18-19

38



August 6, 2021

To,
Mr. Koustubh Subhash Bhosle
AT-Asgaon, Post-Kale, Tal-
Panhala, Dist- Kolhapur.

Sub: Letter of offer for the post of Consultant – Nutrition Counselor

Dear Koustubh

Congratulations!

This is to confirm that Save the Children, Bal Raksha Bharat would like to offer you the post of **Consultant – Nutrition Counselor** to be based at **Pune , Maharashtra Project Office**.

Your monthly fee is **Rs. 16000** (Rupees Sixteen Thousand Only) and Rs. 1500 fixed for travel & Communication. Tax deduction will apply to the fees of the consultant in accordance with the prevailing income tax legislations / policy of the government of India. Please note that this contract will be valid for the period **9-Aug-21 to 8-Aug-22**.

Please note that this contract is valid subject to satisfactory background verification. If the results of the background verification are unsatisfactory, you may be relieved from current role and services without any further notice.

This extension of this contract is subject to further funding for the project, organizational requirements and your performance.

It would be good if you could confirm your acceptance in writing and let us know your tentative date of joining. The consultancy agreement will be issued to you subsequent to your joining.

Yours sincerely

Sangeeta Narula
Director – Human Resource and Procurement

Name:

Signature:

Date:

Save The Children, India
1st & 2nd Floor, Plot No 91, Sector- 44,
Gurgaon – 122003
Website : www.savethechildren.in

Telephone: 91-124-4752000
Fax : 91-124-4752199

18-19



Chairman and Managing Trustee
Dr. Sunil Suhas Solomon
 Associate Professor in Medicine - Johns Hopkins University School of Medicine, USA

Trustees

Dr. MK Mani
 Chief Nephrologist
 Apollo Hospitals,
 Chennai

Mr. Kartar Singh
 Director, International Relations
 SRM University,
 Chennai

Dr. SP Thyagarajan
 Professor of Eminence and Dean (Research)
 Sri Ramachandra Institute of Higher
 Education and Research, Chennai

39

Chief Operating Officer
 Mr. AK Srikrishnan

Chief Program Officer & Research Administrator
 Mr. AK Ganesh

AO/YRG/22-23/P2188

April 01, 2022

Mr. Kishor Ramakant Dawale
 No.01
 Hingana Kazi,
 Buldhana, - 425409
 Maharashtra, India

18-19

Letter of Appointment

Dear Mr Kishor Ramakant Dawale,

We are pleased to appoint you as "**Field Mobiliser**" with Pay Band "**A1 PB2**" in "**Project JSI M Rite**" with effect from **April 01, 2022** for a period of **4 months** ending **July 31, 2022**.

Your work location is based at **Buldhana, Maharashtra** and you may be subject to future transfers.

The Foundation does not intend to create, promise or guarantee continuing employment and your position is co-terminus with that of the project or study for which you have been appointed.

Your employment will be governed by the organization's terms and conditions appended.

For the period of your employment, your CTC emoluments will be **Rs.14,400/-** (Rupees Fourteen Thousand Four Hundred Only) per month. Details are given in Annexure I.

We welcome you to our Foundation, and trust that we will have a mutually rewarding relationship.

Yours Sincerely,

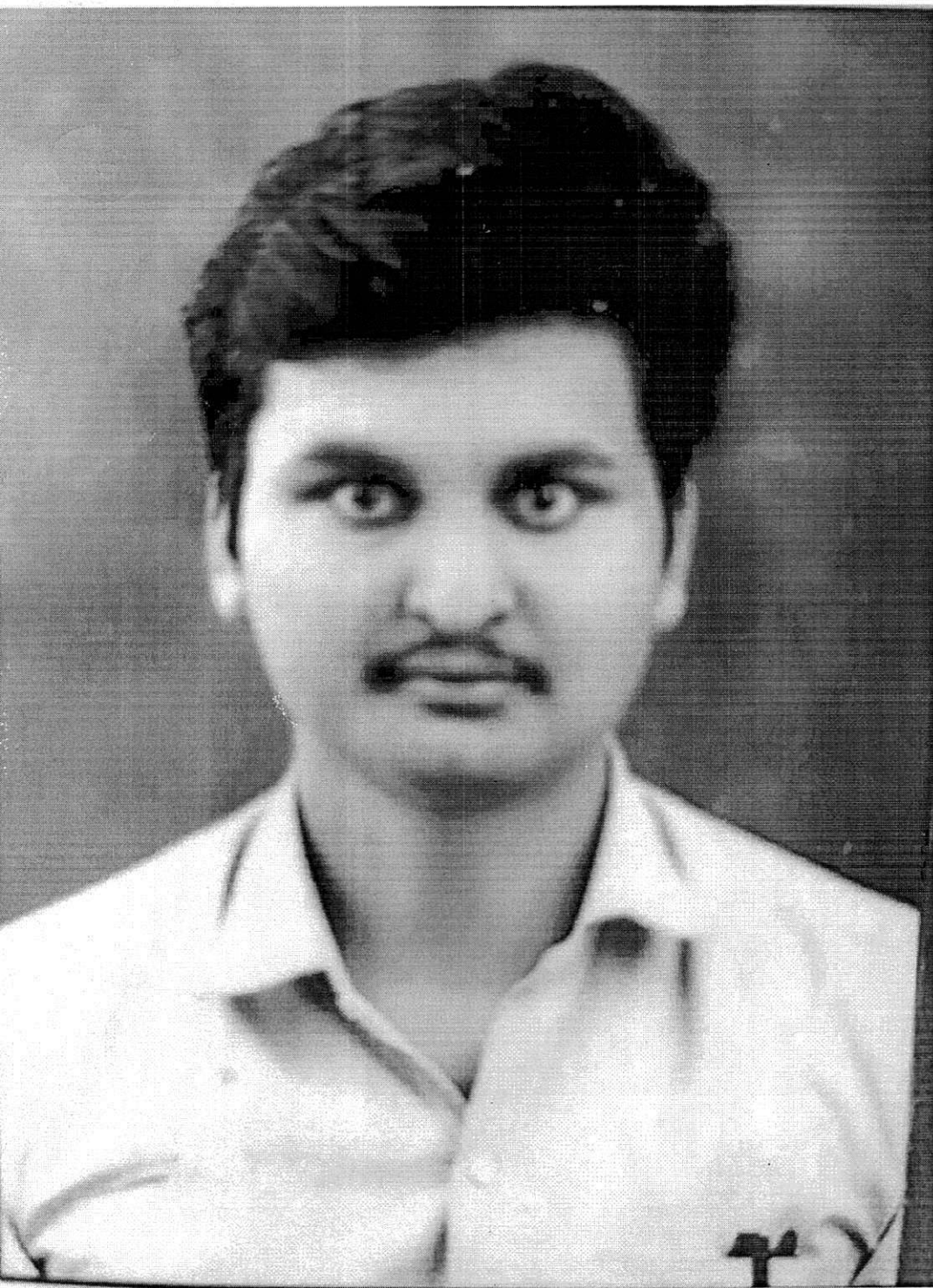
AK Ganesh
Chief Program Officer &
Research Administrator

ACCEPTANCE:

I accept my appointment as described in this letter and annexures.

Signature 

Name **Kishor Ramakant Dawale**
 Date **April 01, 2022**



Scanned by CamScanner

2018-19

18-19

40

31st March 2022

Mr. Shubham Sudhakar Shirsole
At. Post. Palshi (zashi) Ta. Sangrampur,
Dist. Buldhana - 444202

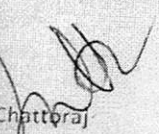
Subject: Contract Extension

Dear Shubham,

Reference to your Contract dated 1st November 2021 for the duration from 1st November 2021 till 31st March 2022, we would like to inform you that your contract has been extended from 1st April 2022 till 30th September 2022.

All other terms and conditions of the contract would remain the same.

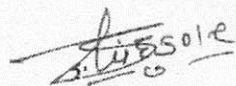
For Extension for Community Healthcare Outcomes (ECHO India),


Surojit Chatteraj
Chief Operating Officer

Understood and Accepted

Signature:

Name:


SHUBHAM S. SHIRSOLE

Extension for Community Healthcare Outcomes



+91 11 41068396



www.echoindia.in
info@echoindia.in



Building No. 76, 2nd Floor,
Okhla Industrial Estate, Phase III
New Delhi 110020



15th December 2021

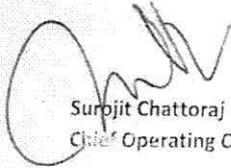
Mr. Shubham Sudhakar Shirsole
At. Post. Palshi (zashi) Ta. Sangrampur,
Dist. Buldhana - 444202

Dear Shubham,

Reference to your Contract dated 1st November 2021 for the duration from 1st November 2021 till 31st March 2022, your fees has been revised to INR 29,500/- per month (rupees twenty-nine thousand five hundred only) with effect from 1st November 2021.

All other terms and conditions of the contract would remain the same.

For Extension for Community Healthcare Outcomes (ECHO India),



Surjit Chatteraj
Chief Operating Officer

Understood and Accepted:

Signature: 

Name: SHUBHAM S. SHIRSOLE

Extension for Community Healthcare Outcomes



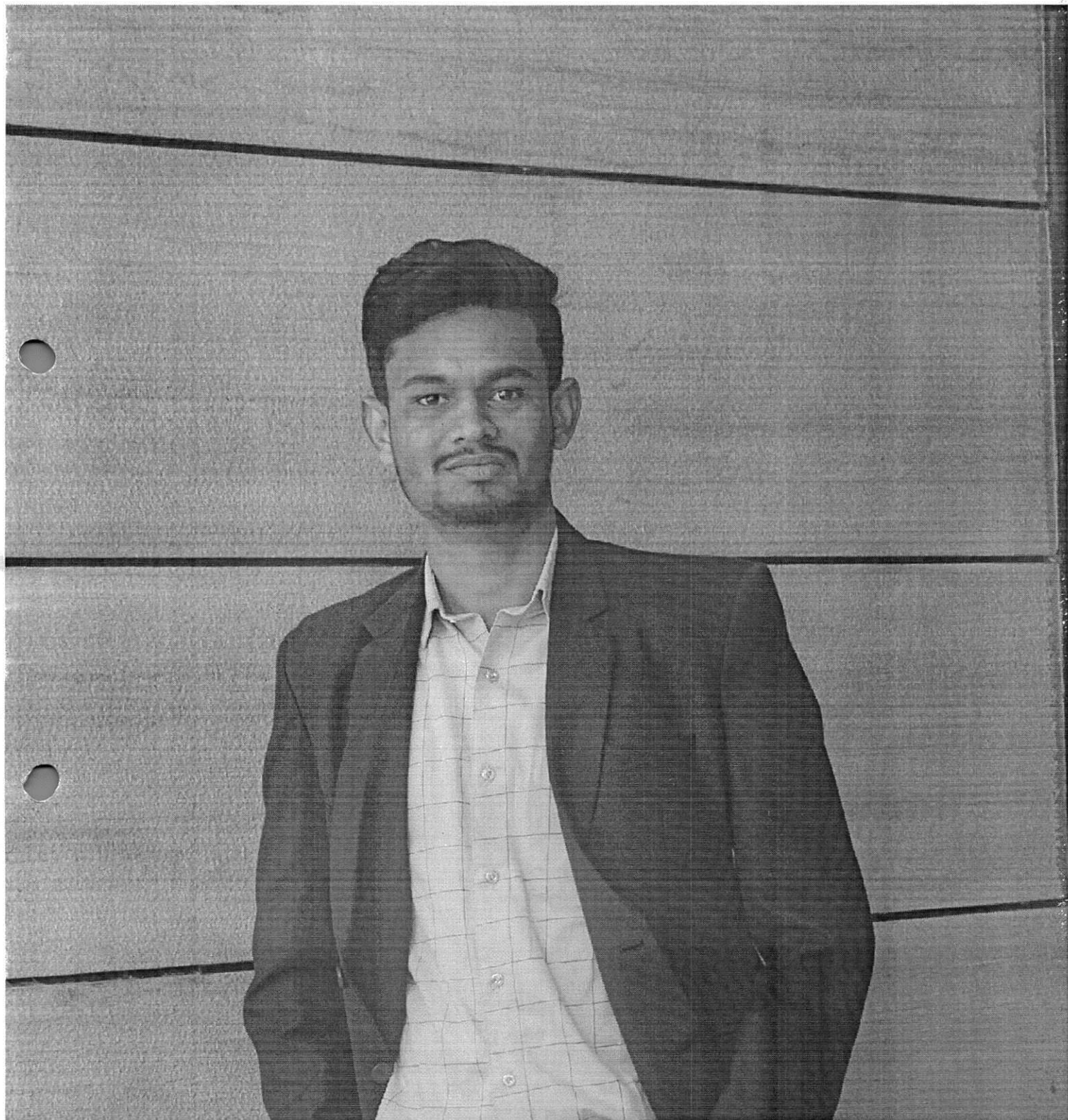
+91 11 41068396



www.echoindia.in
info@echoindia.in



Building No. 76, 2nd Floor,
Okhla Industrial Estate, Phase III
New Delhi 110020





18-19

41

Date: 01/05/2022

To,
Vaibhav Dilip Kolhe
Kalyan, Maharashtra

Subject: Letter of Appointment

Dear Vaibhav,

The Lighthouse Communities Foundation management is hereby pleased to appoint you in our organization w.e.f. 01 May, 2022 on the following terms & conditions.

1. Designation:

You will be designated as Facilitator & Counsellor, Sustainable Livelihood

2. Remuneration:

Matters pertaining to your remuneration are strictly confidential between you and organization and you are obliged to maintain absolute secrecy of the terms & conditions. You will neither disclose nor ask any employee of details related to their compensation. You will be entitled to the remuneration per annum, subject to the express condition of fulfilment of service conditions as per Annexure 1.

3. Working Days:

Your working days will be Monday – Saturday (2nd, 4th & 5th Saturday weekly off)

4. Notice period:

You shall serve shall notice period of 1 month/s (1 month for employees upto L6 level and 2 months for L7 and above) or 1 month/s salary in lieu thereof. Early relieving by compensating is at discretion of management. You shall not be eligible for any leaves during notice period.

Your services can be terminated by serving 1 month/s (1 month for employees upto L6 level and 2 months for L7 and above) or 1 month/s salary in lieu thereof.

However, in the event of your being guilty of misconduct or in attention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.

LIGHTHOUSE COMMUNITIES FOUNDATION
(formerly Pune City Connect Development Foundation)

The Lighthouse Complex, Spicer College Road,
Aundh, Pune – 411007, Maharashtra.
CIN No: U74999PN2011NPL139899.

+91 8484815943
contact@lighthousecommunities.org
www.lighthousecommunities.org

Doc ID: 931e8302c280df9e9f99ef1269c513ad43777398



5. Retirement:

You shall retire from the services of the company on attaining the age of 58 years on the basis of the age submitted by you (As per Aadhar card your date of Birth is 14/10/1996), subject to your being medically and mentally fit.

6. Prohibition for Dual Employment:

You will devote your full attention exclusively to the duties entrusted to you from time to time by the organization and while in service of this organization you will not work for any person or organization in any capacity either for consideration or otherwise, nor do any private business without obtaining prior permission of the organization in writing.

7. Place of Posting and Company Management:

You will be posted in Kalyan-Dombivali. However, at any time during the period of appointment, you will be liable to be transferred in such other capacity that the company may determine to any other Department or Branch under the same management without adversely affecting your emoluments and general condition of service.

8. Confidentiality:

You will at all times maintain complete secrecy about information of any kind which may come to your knowledge during the course of your employment including the business affairs, course contents, donor funding process, collaborators, subsidiaries, associates, customers, donors and suppliers. Any commitment given by the company, to third parties including collaborators, customers, donors and suppliers regarding secrecy of information available to you during the course of your employment, will become automatically binding on you.

9. Other Rules & Organization:

You are expected to discharge the duties assigned to you from time to time with due diligence, integrity and responsibility to the satisfaction of the management and also maintain high standards of work expected of you by the company. The nature of work will involve public/ stakeholder interactions and requires a high level of maturity and discretion, which it is expected you would demonstrate at all points in time.

Your appointment in the company is full time and you shall devote yourself exclusively to the business of the company. You will not engage yourself in any other gainful employment or business (part-time or full-time) as long as you are employed in the company. Any action contrary to this shall render your services liable for termination without any notice or payment in lieu thereof.

You are required to deal with the Company's money, materials and documents with utmost honesty. If at any time you are found guilty of moral turpitude or responsible for any dishonesty in dealing with the Company's money, materials and documents, you shall render yourself liable for termination without any notice or payment in lieu thereof.

You will not divulge or make public any information which is meant for internal company purposes only, to anyone not employed by the company. Such activity shall render you liable for termination without any notice or payment in lieu thereof.

A handwritten signature in dark ink, appearing to be "J. B. N.", is located in the lower right quadrant of the page.



If any declaration given or information furnished by you to the company is found to be false or if you are found to have willfully suppressed any material information at any point of time during your services, you are liable to be terminated immediately without any notice or payment in lieu thereof.

This appointment shall be subject to your being found and certified physically and mentally fit. Further you are required to maintain yourself in a state of medical fitness (physical & mental). In case at any particular point of time you are found medically unfit during your services, the Company will be liable for termination without any notice or payment in lieu thereof.

You will have no objection in passing your personal data strictly confidential within the Lighthouse Communities Foundation for internal use. This includes passing on of a (passport) photograph/ portrait for internal use. You shall have no objection passing personal data to third party vendor appointed by foundation for maintaining employee information.

In all matters not mentioned herein for instance confidentiality norms and ethical practices you will be governed by the rules and regulations of the company in effect from time to time.

Any disputes arising out of this contract would be settled in the court of law under Pune jurisdiction.

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

We welcome you again to our family and trust your association with us would be a long and meaningful one.

Yours sincerely,

Shreya Verma

Assistant Manager – Recruitment & External Relations
Lighthouse Communities Foundation







**Annexure -I to Appointment letter of Mr. Vaibhav Kolhe
Dated 01 May 2022**

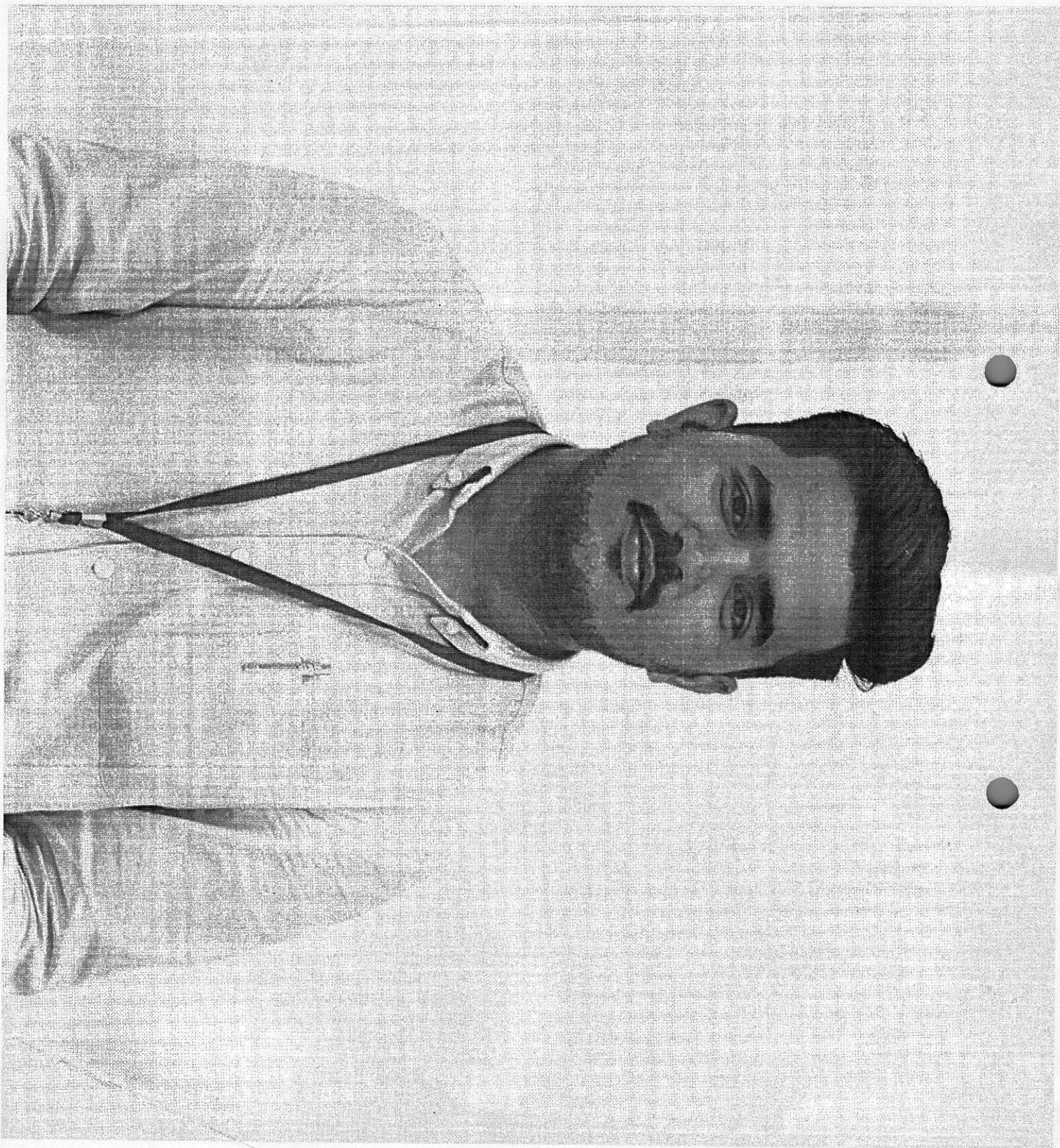
Components	Monthly	Annual
Basic + DA	12700	152400
HRA	6350	76200
Medical	1250	15000
Conveyance	1600	19200
Performance Allowance	5550	66600
Gross Salary	27450	329400
Retiral Benefits		
Provident Fund	1800	21600
Total	1800	21600
Variable Pay (2.5% of CTC)	750	9000
Total	750	9000
Employee Deduction		
Provident Fund	1800	21600
Professional Tax	200	2500
Total	2000	24100
Net Salary	25450	305300
CTC	30000	360000

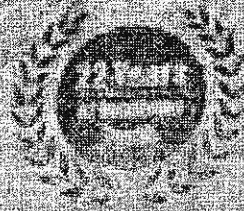
JS

TITLE	Appointment Letter Sign
FILE NAME	Appointment letter Vaibhav.pdf
DOCUMENT ID	931e8302c280df9e9f99ef1269c513ad43777398
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	● Signed

Document History

 SENT	07 / 13 / 2022 05:54:14 UTC	Sent for signature to Vaibhav Khole (vaibhav@lighthousecommunities.org) from shreyav@lighthousecommunities.org IP: 103.174.140.161
 VIEWED	07 / 16 / 2022 08:40:35 UTC	Viewed by Vaibhav Khole (vaibhav@lighthousecommunities.org) IP: 49.32.138.197
 SIGNED	07 / 16 / 2022 08:41:43 UTC	Signed by Vaibhav Khole (vaibhav@lighthousecommunities.org) IP: 49.32.138.197
 COMPLETED	07 / 16 / 2022 08:41:43 UTC	The document has been completed.





Center for Youth Development & Activities

[Faint, mostly illegible text in the upper middle section of the page]

[Faint, mostly illegible text in the middle section of the page]

[Faint, mostly illegible text in the lower middle section of the page]

[Faint, mostly illegible text in the lower middle section of the page]

[Faint, mostly illegible text in the lower middle section of the page]

Head Office: CYDA, 2nd Floor, 2nd Floor, Alor Gajah, ...
New Field Office: ...
Regional Office: ...
Branch Office: ...
Home Office: ...
Support Office: ...
No. Address: ...

2018-19



IAF 16949:2016
Certified Company
ISO 14001:2015
Certified Company
Reg.No. 8291/10431

Jupiter Industrial Works Thane

Principal place of Business : W-347, TTC Industrial Area, MIDC, Rabale, Navi Mumbai 400701
Additional Place of Business : W-324, TTC Industrial Area, MIDC, Rabale, Navi Mumbai 400701
Dr. Ambedkar Road, Shivajinagar Dist. Kolhapur 422110
Tel : + 91-8691004993 / 8691004994 / 8691004999 / 8691005000
•Email : info@jupiter-clamps.com •Web : www.jupiterclamps.com



LETTER OF APPOINTMENT

Date: 12.03.2020

To,
Mr. Vijay M Patil
A/p. Kasaba Thane, Tal - Panhala,
Dist - Kolhapur - 416205

Subject: Appointment for post of Jr. Officer HR & Admin Executive

Dear Mr. Vijay M Patil,

We are pleased to offer you, the position of "Jr. Officer HR & Admin Executive" with Jupiter Industrial Works Thane (hereinafter referred to as "the Company") on the following terms and conditions:

1. Commencement of employment and General Instructions
 - 1.1. Your employment shall be effective, as of 06.02.2020.
 - 1.2. You must perform effectively in order to ensure results and display complete personal discipline with a perpetual sense of duty, integrity and liking for growth of the Company.
 - 1.3. Your performance shall be reviewed periodically.
 - 1.4. You must assist us to arrest political activities of internal as well as external natures amongst the employed personnel.
 - 1.5. While performing duties at the Company, the Company expects you to stringently follow a vegetarian diet. Additionally, consumption of alcohol, cigarettes and tobacco and indulging in other kinds of vices such as gambling shall not be entertained and shall attract severe punishments if not adhered to.
 - 1.6. You shall not be allowed to carry Mobile phones with cameras /Cameras inside the premises of the Company unless otherwise permitted.
 - 1.7. You shall proactively act on all problems/issues/matters and make an attempt to device solutions so as the same problems/issues/matters do not need to be dealt with time and again.
 - 1.8. You shall propose recommendations in any part of the working of the Company so that the same brings attracts better productivity, improved efficiency, customer satisfaction & service, better working culture, more discipline which shall boost the growth of the Company.

18-19-HR
2.57L

lh



Ref:PCFPL/HR/22-23/Offer/052

28th June, 2022

To
Mr. Rishabh Deepak Kamble
Shubh Kalash Apartment,
205, Plot No. 60, Karanjade,
Sector -05, Panvel,
Navi Mumbai – 410 206
Maharashtra

Offer letter

Dear Mr Rishabh,

We are pleased offer you employment for the post of HR Assistant. Your monthly CTC is calculated and annexed hereto. Your Employment Contract shall be on such terms as laid by the Company and you shall follow company rules in this regard. You are required to submit all relevant KYC documents / certificates/ credentials to us.

In case you are agreeable, kindly confirm and oblige.

Thanking you,

Yours faithfully
For Paresh Constructions and Foundations Pvt Ltd

HR Team

Annexure – I

COMPONENTS	MONTHLY (INR)	MONTHLY (INR)
BASIC+DA	8750	
HRA	4000	
Travelling	4000	
OTHER ALLOANCE	4251	
GROSS SALARY (A)	21001	21001
EMPLOYEE DEDUCTION		
EMPLOYEE PF		1050
EMPLOYEE ESIC		0
EMPLOYEE PROFF. TAX		200
TOTAL EMPLOYEE DEDUCTION (B)		1250
NET TAKE HOME (A - B)		19751

Varsha Mpsw
Dr Rajshankar - 9902158866

18-19

45

Cadabam's

LETTER OF EMPLOYMENT

CADABAM'S GROUP OF
PSYCHO-SOCIAL REHABILITATION CENTERS

To,

03-08-2019

Mrs. Varsha Parihar
Employee ID : CE0795

Sub: Appointment Letter for the post of Counselor

Dear Ms. Varsha Parihar,

This is with reference to your appointment with us as a Counselor.

1. You shall be entitled to a salary of Rs. 1,97,514.00/- (Rupees One Lakh ninety seven thousand, five hundred and fourteen). This includes basic pay + special allowance- HRA - PF- details as per Annexure 1) per annum as CTC (cost to the company) and shall be subject to deduction as per statutory laws.
2. The company expects you to work in the area in which you are placed with high standard of efficiency and economy.
3. The company may transfer you for work from one place of duty or section to other place of duty or section/ division in the establishment. On transfer from one place to other, your salary will not be adversely affected but all other terms and conditions shall remain the same.
4. You will be in the exclusive employment of this organization and will not engage yourself either alone or in company, in any work, profession or employment either honorary or otherwise during the period of employment with us.
5. Your services shall be governed by the Rules & Regulations of the company, implied or notified and also any instruction that may be notified from time to time.
6. You will not in any manner whatsoever have or disclose any secret correspondence, agreement and any such information pertaining to our organization, which you may acquire concerning the company business to other person firm or organization.
7. You will be entitled to leave and holidays as per the leave policy of the company. (Refer to details)
8. Your absence for a period of 10 days (including absence, which leave though applied for, is not granted and when you overstay for more than 10 days) would entail automatic loss of your lisu on job without any notice and information by the management.
9. The date and month of joining as per records is 2nd June 2019.
10. The minimum period of employment is for Two years from the date of joining until otherwise would be treated as per a termination of employment.
11. No authority is vested upon you both to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party directly or indirectly without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary appropriate legal action will be taken.

Saraswathi HK

Varsha



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/33 /2021-2022

Date:- 02/04/2021

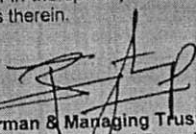
To,

Ms. Chhakutai Bhimrao Dethe (Emp.No.5591)
A/P- Phalawni,
Tal- Malshiras,
Dist- Solapur- 413 306.

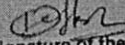
Dear Chhakutai,

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, Pune**, who will give your detailed roles and responsibilities.
3. Your appointment is purely on temporary basis for a period of **06 months from 02/04/2021 to 30/09/2021.**
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 consolidated salary of **Rs.12,500/- (Twelve Thousand Five Hundred Only)** 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. Bharati Hospital, Dhankawadi, Pune-43.
2. Office of Health Sciences, Central-HRD, BV's, Dhankawadi Pune - 43.

2018-19

47

Iconic

CASTINGS PVT. LTD.

SUB: OFFER OF EMPLOYMENT

ICPL/HRD/OFFER/2021-22

Date: 27 March 2022

Mr. Akshay Shankar Varake
Ganesh Nagar, Ichalkaranji
Kolhapur, Maharashtra

Dear Mr. Akshay,

This has reference to your Resume/Application for employment and subsequent interview you had with us, we are pleased to inform you that, you have been selected as an Officer- HRD in our organization with effect from the date of your joining and the terms and conditions mutually discussed and agreed.

As indicated, you are advised to join our services on or before 29.04.2022.

Please sign the duplicate copy of this offer letter as a token of your acceptance and return the same to us for our records.

At the time of joining, please submit the following documents,

- Relieving certificate/letter from the previous employer
- Photocopies of Mark list/Certificate & Age proof
- Two passport size photographs
- A copy of Aadhar card (Mandatory)

Thanking You

For Iconic Castings Pvt Ltd.


Plant Head



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.

TCS Confidential

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

TCS Confidential

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



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

TCS Confidential

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



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

TCS Confidential

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



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

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>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</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>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</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>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</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



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



NAAC 'A' Grade

SHIVAJI UNIVERSITY, KOLHAPUR, MAHARASHTRA STATE (INDIA) - 416 004
PHONE : EPABX - 2609100 (Inquiry Cell) 2609143, (EST) 2609097, 98, 99 (EST-PG) 2609100
FAX : 0091-0231-2691533 & 0091-0231-2692333
शिवाजी विद्यापीठ, कोल्हापूर, महाराष्ट्र राज्य (भारत) - ४१६ ००४
दुरध्वनी : (दलीचीवेल्या) २६०९१०० (दलीकाली) २६०९१४३ (आम्ब्याण) २६०९०९७, ९८, ९९ (आम्ब्याण/पॅजी) २६०९१००
फॅक्स : ००९१-०२३१-२६९१५३३ व ००९१-०२३१-२६९२३३३

Ref. No. - SU/EST-PG/ 136

Date:- 31 JAN 2020

To,

Smt. Akanksha Amruta Madake
At-Mharul, Post- Bahireswar
Tal- Karveer Dist - Kolhapur.

Sub.:- Appointment for the post of Research Assistant . ICSSR Project.

Madam,

With reference to the subject mentioned above, I am directed to inform you that you have been selected and appointed as a Research Assistant on the ICSSR Project entitled, " An Evaluation of Formal and Informal Rural Finance in Western Maharashtra " under the supervision of Dr.K.S.Vadrle, Principal Investigator, Yashwantrao Chavan School of Rural Development . Shivaji University, Kolhapur.

You will be paid a fellowship of Rs. 20,000/- per month (fixed).

The period of your fellowship will commence with effect from the date of your joining to this post and your appointment on this post is purely on temporary basis and hold good up to one year.

You should join the said post within seven days from the receipt of this letter.

You should not accept or hold any other appointment paid or otherwise or receive any emoluments, salary, stipend etc. from any other source during the tenure of your appointment.

You will have to do your full time work under the guidance of the Principal Investigator on the Research Project.


Kindly note that the post on which you have been appointed is on the project sanctioned by the ICSSR, and not a permanent post. Hence, you shall not make any claim for absorption/regularization in the services of Shivaji University, Kolhapur as well as on said project later on.

Further, please note that the appointment is subject to the approval of the concerned funding agency.

Please send your joining report, in duplicate, through the Principal Investigator.

If your work/performance is not found satisfactory by the Registrar/Principal Investigator, your appointment will be terminated without any notice.

Yours faithfully,


Registrar

Copy f.w. cs. to

1. Director, Yashwantrao Chavan School of Rural Development, Shivaji University, Kolhapur.
2. Dr.K.S Vadrle, Principal Investigator, - with a request to submit in duplicate -
 - a. Selection Committee Report, b. Appointment Order, c. Joining Report to the C&UD Section immediately
3. Accounts - P.G.Bills section -
4. C&UD Section -

for information and necessary action.



CHH.SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH TRUST
University Road, Kolhapur -416004

Adv.S.D.Shinde
President

Late Prof. Dr.A.D.Shinde
Founder

Dr.R.A.Shinde
Secretary & Managing Trustee

Ref. No. CSIBER/ Appo-Ord./2019-20/ 691-13

Date : 29/06/2019

APPOINTMENT ORDER

To,

Namrata Uday Gaidole
Flat no. D-17, Sankpal Complex,
Sankpal Colony, Behind Urban Bank,
Uchgoan, Kolhapur.

With reference to your application and interview dated 18/06/2019, the Management is pleased to inform you that you are hereby appointed as a Assistant Professor in the subject of Quantitative Techniques and Economics in Chh. Shahu Institute of Business Education & Research, Kolhapur in the Scale of 8000-275-13500 with effect 01/07/2019 / from the date you join on duty.

Your appointment is purely on temporary basis upto 31st May, 2020 for the academic year 2019-20.

Please note that this appointment is subject to the approval of Shivaji University, Kolhapur.

Dr.R.A.Shinde
Secretary & Managing Trustee

- 1 Department of Economic
- 2 Accounts Section, CSIBER, Kolhapur for Information & necessary action.



SHIVAJI UNIVERSITY, KOLHAPUR, MAHARASHTRA STATE, INDIA - 416 004
PHONE - (0214)-260884 (Dialing Code 260144) (Toll Free) 260907, 96, 98 (0214)-2609100
FAX (0214)-260933 & (0214)-2312692333
शिवाजी विद्यापीठ, कोल्हापूर, महाराष्ट्र राज्य (भारत) - ४१६, ००४
फोन - (०२१४) २६०८८४ (१) शिवाजी विद्यापीठ (कोल्हापूर) (तुलतुल) २६०९०७, ९६, ९८ (०२१४) २६०९१००
फॅक्स - ०२१४-२६०९३३ & ०२१४-२३१२६९२३३३

Ref. No. - SJ/EST/PG- 557

Date- 13 JUL 2019

To,

Smt. Priyanka Mallikarjun Kumbhar,
2528^C Ward Shaniwar Peth,
Kolhapur.

Sub.:- Appointment for the post of Research Assistant on IMPRESS - ICSSR project.

Madam ,

With reference to the subject mentioned above, I am directed to inform you that you have been selected and appointed as a Research Assistant on the IMPRESS- ICSSR , project entitled, " An Evaluation of Pradhan Mantri Jan Dhan Yojana and Roadmap Ahead " under the supervision of Prof.(Dr.) S.S. Mahajan, Principal Investigator, Deptt. of Commerce and Management , Shivaji University, Kolhapur.

You will be paid a fellowship of Rs. 20,000/- p.m.(fixed)

The period of your fellowship will commence with effect from the date of your joining to this post and your appointment on this post is purely on temporary basis and hold good up to 31.07.2020.

You should join the said post within seven days from the receipt of this letter.

You should not accept or hold any other appointment paid or otherwise or receive any emoluments, salary, stipend etc. from any other source during the tenure of your appointment.

You will have to do your full time work under the guidance of the Principal Investigator on the Research Project.

Kindly note that the post on which you have been appointed is on the project sanctioned by the IMPRESS - ICSSR project, and not a permanent post. Hence, you shall not make any claim for absorption regularization in the services of Shivaji University, Kolhapur as well as on said project later on.

Further, please note that the appointment is subject to the approval of the concerned funding agency.

Please send your joining report, in duplicate, through the Principal Investigator.

If your work/performance is not found satisfactory by the Registrar/Principal Investigator, your appointment will be terminated without any notice.

Yours faithfully,

Registrar

Copy f.w. cs. to 1. Head, Dept. of Commerce & Management , Shivaji University, Kolhapur

2 Prof (Dr.) S.S. Mahajan , Principal Investigator, - with a request to submit in duplicate -

a- Selection Committee Report, b- Appointment Order, c- Joining Report to the C&UD Section immediately.

3- Accounts - P.G.Bills section -

4- C&UD Section -

-for information and necessary action.



CHH.SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH TRUST
University Road, Kolhapur -416004

Adv.S.D.Shinde
President

Late Prof. Dr.A.D.Shinde
Founder

Dr.R.A.Shinde
Secretary & Managing Trustee

Ref. No. CSIBER/ Appo-Ord./2019-20/691-14

Date : 29/06/2019

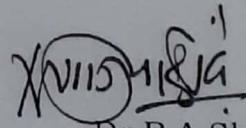
APPOINTMENT ORDER

To,
Sayali Mangore

With reference to your application and interview dated 18/06/2019, the Management is pleased to inform you that you are hereby appointed as a Assistant Professor in the subject of Quantitative Techniques and Economics in Chh. Shahu Institute of Business Education & Research, Kolhapur in the Scale of 8000-275-13500 with effect 01/07/2019 / from the date you join on duty.

Your appointment is on purely on temporary basis upto 31st May, 2020 for the academic year 2019-20.

Please note that this appointment is subject to the approval of Shivaji University, Kolhapur.


Dr.R.A.Shinde
Secretary & Managing Trustee

- 1 Department of Economic
- 2 Accounts Section, CSIBER, Kolhapur for Information & necessary action.



SHIVAJI UNIVERSITY, KOLHAPUR-416 004. MAHARASHTRA

PHONE : EPABX - 2609089

शिवाजी विद्यापीठ, कोल्हापूर - ४१६ ००४. महाराष्ट्र

दूरध्वनी (ईपीएवीएक्स) २६०९०८९ (संलग्नता विभाग - २६०९०८९)

Website : www.unishivaji.ac.in e-mail : affiliation1@unishivaji.ac.in

एसयु/संलग्नता/टे.५/भिलावे / 3416

दिनांक - 30 MAY 2022
No 00605

प्रति,
मा. प्राचार्य/संचालक,
आयडिअल इन्स्टिट्यूट ऑफ मॅनेजमेंट, कोडिग्रे,
गेट, नं. ३७७/ए. पो, कोडिग्रे, सांगली,
कोल्हापूर रोड, धर्मनगर ता. शिरोळ,
जि. कोल्हापूर पि. ४१६९०९

विषय : स्थानिक निवड समितीमार्फत शिक्षक पदांना मान्यता देण्याबाबत.

संदर्भ : आपले Ref.No.IIMK/ADMIN/२०२१-२२/४५३, दि. १०/०२/२०२२ चे पत्र.

महोदय,

आपल्या उपरोक्त विषय व संदर्भिय पत्रांस अनुसरून आपणांस आदेशान्वये कळविण्यात येते की, एम.बी.ए या पदव्युत्तर अभ्यासक्रमाकरिता शैक्षणिक वर्ष २०२१-२२ साठी स्थानिक निवड समितीमार्फत शिफारस केलेल्या उमेदवारांच्या प्रस्तावास विद्यापीठाच्या परिनियम १९५(३) नुसार खालीलप्रमाणे मान्यता देण्यात आली आहे. तथापि, या संदर्भात कोणत्याही प्रकारची तक्रार मा. कुलगुरुंना रास्त वाटल्यास ही मान्यता रद्द करण्यात येईल.

अ. क्र	उमेदवाराचे नाव	विषय	शैक्षणिक पात्रता	पुर्णवेळ/तासिका तत्वावर	मान्यतेचा कालावधी
१.	श्री. विनायक भिमराव बंडगर	बिझनेस ॲनॅलीटीक्स	बी.कॉम ५२.२८% एम.कॉम ४९.३८% एम.एस्सी ६९.४८% (Quantitative Economics)	पुर्णवेळ सहा.प्राध्यापक	सदरचे उमेदवार हे पदव्युत्तर शैक्षणिक अर्हता धारण करित असल्याने शैक्षणिक वर्ष सन २०२१-२२ करिता दि.०५/०२/२०२२ पासून द्वितीय सत्रसमाप्ती पर्यंतच्या कालावधीसाठी तात्पुरती मान्यता.

महाविद्यालयातील रिक्त पदे विद्यापीठाच्या विशेष कक्ष विभागाच्या जाहिरात मंजूरीने रितसर जाहिरात प्रसिध्द करून मा. उच्च व तंत्र शिक्षण संचालनालय, मुंबई यांच्या पूर्व मंजूरी अंतरावर विद्यापीठ निवड समितीमार्फत भरण्याची कार्यवाही त्वरीत सुरू करावी.

कळावे,

आपला विश्वासू,

(श्री. एम. पी. कदम)

उपकुलसचिव

संलग्नता विभाग-१

प्रत:- १. विशेष कक्ष विभाग
२. संलग्नता/टे-३

SLK GLOBAL SOLUTIONS

117513

Branch Office : "Survey No. 156/1A,
Old Pune - Bangalore Road,
Village - Ujalaiwadi,
Taluka - Karveer, Dist. Kolhapur -416004,
Maharashtra, India. T +91 231 661 9300



APPT/SLKGLOBAL/2020
30-Dec-2020

Umesh Ramchandra Sutar

**Home No- 02, Chandoli Vasahat No 2, Village Kodoli, Near Gayatri Hotel, Dist Kolhapur,
State Maharashtra 416114**

Dear Umesh,

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 with SLK Global Solutions Private Limited (the "Company") is effective from the 30-Dec-2020.

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

1. **Compensation:** You will be paid remuneration for your services as per the annexure to this letter.
2. **Annual Appraisal and Compensation Review:** Performance assessment is carried out on a periodic basis. However, the compensation and role review is linked with the annual appraisal (consolidated for entire year) and is carried out under the Company's policies and guidelines prevailing at that point of time.
3. **Retirement:** The retirement age is 58 years. Your employment shall automatically cease on the last working day of the month in which you turn 58 years.
4. **Probation:** You will initially be on a probation for a period of [6] months from the Effective Date. Your confirmation is subject to your satisfactory performance during the period of probation. The Company reserves the right to a) extend the period of probation and b) terminate employment at any time during the probation period by providing you a notice of [15] days or payment in lieu thereof

Strictly Confidential

Page 1 of 9



CHH. SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH TRUST
University Road, Kolhapur -416004
Reg. No E-885/dt.19-6-1976

योजकस्तत्र दुर्लभः

KOLHAPUR

Adv. S D Shinde
President

Late Prof. Dr.A.D.Shinde
Founder

Dr.R.A.Shinde
Secretary & Managing Trustee

Ref.: -CSIBER Trust/CNCVCW/2021-22/2654

Date: 02/10/2021

APPOINTMENT ORDER

To,
Ms. Desai Radhika R.
Kolhapur.

With reference to your application dated 27th Sept.2021, the Management is pleased to inform you that, you are hereby appointed as "Assistant Professor" for B.Com (Bank Management) in the College of Non-Conventional Vocational Courses for Women, Kolhapur on a consolidated salary of Rs.10,000/- (Rupees Ten thousand only) per month, with effect from 04th October, 2021.

Your appointment is purely on temporary basis up to 31st of July 2022 for the academic year 2021-22.

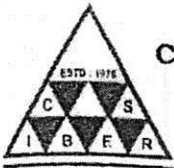
Please note that this appointment is subject to the approval of Shivaji University, Kolhapur.

Dr.R.A.Shinde
Secretary & Managing Trustee

Copy to: Accounts Section, CNCVCW, Kolhapur for information & necessary action.

man

2018-19



CHH. SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH TRUST

University Road, Kolhapur -416004

Reg. No E-885/dt.19-6-1976

योगकस्तुर दुर्लभः
KOLHAPUR

Adv. S D Shinde
President

Late Prof. Dr.A.D.Shinde
Founder

Dr.R.A.Shinde
Secretary & Managing Trustee

Ref.: -CSIBER Trust/CNCVCW/2021-22/ 2654

Date: 02/10/2021

APPOINTMENT ORDER

To,
Ms. Kulkarni Kshitija M.
Kolhapur.

With reference to your application dated 27th Sept.2021, the Management is pleased to inform you that, you are hereby appointed as "Assistant Professor" for B.Com (Bank Management) in the College of Non-Conventional Vocational Courses for Women, Kolhapur on a consolidated salary of Rs.10,000/- (Rupees Ten thousand only) per month, with effect from 04th October, 2021.

Your appointment is purely on temporary basis up to 31st of July 2022 for the academic year 2021-22.

Please note that this appointment is subject to the approval of Shivaji University, Kolhapur.

Dr.R.A.Shinde
Secretary & Managing Trustee

Copy to: Accounts Section, CNCVCW, Kolhapur for information & necessary action.

Received Appointment
Order.
Kshk

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

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.

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

10.3 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.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than SIXTY days prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than SIXTY days prior notice in writing or salary in lieu thereof.

8. 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.

7. 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.

10. Termination

TRADE NET WEALTH BROKING PRIVATE LIMITED
(FORMERLY KNOWN AS TRADE NET WEALTH MANAGERS PRIVATE LIMITED)
CIN: U67109NP2001PT010524
Regd. Office: 1st Floor, 26/4th R, Akshar Plaza, Opp. Sesaane Ground
E Ward, Tradeal Park, Kothagur 410001
Email id: info@tradenetwealth.com
Toll No.: 0231-666868



6.1 You are entitled to casual leave of [12] days.
6.2 The Company shall notify a list of declared holidays in the beginning of each year.

5. You are not eligible for any other benefits / perquisites except mentioned above CTC.

4. Hours of Work
You will be required to work for such hours as necessary for the proper discharge of your duties to the company and you are expected to work not less than [NINE] hours each day, and if necessary for additional hours depending on your responsibilities.

3. Salary
You will be paid a consolidated amount of - Rs. 25400/- (Rs. Two Lakh Fifty Four Thousand Four Hundred) per annum. (i.e. Rs. 21200/- per month).

2. Job Title and Location
Your job title will be Branch Manager your initial place of posting is at our Chiplun but your services can be transferred to any of our office, sections, or departments and that you will be required to work in any shift or timing if found necessary.

1. Commencement of employment
Your employment will be effective, as from 01 July 2022 to 30 June 2025

We are pleased to offer you, the position of Branch Manager with TRADE NET WEALTH BROKING PRIVATE LIMITED on the following terms and conditions:

Dear Harshvardhan Eknath Kamble,
Emp Name: Harshvardhan Eknath Kamble
Address: 193 E WARD SADAR BAZAR KOLHAPUR
Email ID: KHARSH2963@GMAIL.COM
Contact No: 9970169566

APPOINTMENT LETTER

01st April 2022



TRADE NET WEALTH BROKING PRIVATE LIMITED
(FORMERLY KNOWN AS TRADE NET WEALTH MANAGERS PRIVATE LIMITED)
CIN: U67109NP2001PT010524
Regd. Office: 1st Floor, 26/4th R, Akshar Plaza, Opp. Sesaane Ground
E Ward, Tradeal Park, Kothagur 410001
Email id: info@tradenetwealth.com
Toll No.: 0231-666868

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.

12. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time, 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 respective Honorable Court at Kolhapur jurisdiction only.

14. Acceptance of our offer

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

15. Indemnity

I hereby indemnify and undertake to keep the employer indemnified against all losses, damages, expenses and other liabilities that the employer may incur as result of any breach or non-compliance by the employee of any of the terms and conditions of this agreement.

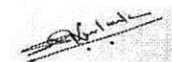
I, the undersigned Harshavardhan Eknath Kamble have read & understood all the terms and conditions of my letter of appointment and I accept all the same unconditionally. I have been given sufficient time to read the same and have been given an opportunity to discuss and clear all my doubts there to. HR team has explained to me all the terms of the letter, code of conduct and my salary structure and I have understood the same.
I will abide by all the terms and conditions in the aforesaid appointment letter.

www.tradenetwealth.com

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

Thanks

FOR TRADE NET WEALTH BROKING PRIVATE LIMITED



Adv. Sudhir Kamliakar,
Head-Human Resource

I have read and accepting the above offer terms and conditions for my employment.

Signed:

Employee Name: Harshavardhan Eknath Kamble

Place: Kolhapur

www.tradenetwealth.com

EMP NAME	DESIGNATION	LOCATION	FIXED COMPONENT	BASIC	HRA	ADV STATUTORY BONUS	GROSS	SIM CARD	TOTAL RETIRALS	CTC	PROF TAX	TOTAL DEDUCTION	NET TAKE HOME
Harshvardhan Kamble	Manager - Branch	Chiplun	AMOUNT/MONTH	15052	4823	1200	21075	125	125	21200	200	200	20875
			AMOUNT/ANNUM	180624	57876	14400	252900	1500	1500	254400	2400	2400	250500

Annexure

2018-19 Data

Shashank Associate
(Investment and Tax Consultant)
1126, E Manik Chambers, Kolhapur. 416001
+91 9822303714

Offer Letter

January 17, 2021

Saniya Anil Desai
9 "Dnyandeep",
Friends Colony, Shivaji Park,
Kolhapur. 416001
+91 8605127724

Dear, Saniya Anil Desai

We are pleased to offer you the position of Intern at Shashank Associate Kolhapur. We feel confident that you will contribute your skills and experience to the growth of our Organization.

As per the discussion, your starting date will be on 21-01-2021.

Please confirm your acceptance of this offer by signing and returning a copy of this offer letter.

We look forwards to welcoming you on board.

Sincerely,

For Shashank Associate


Mr. Suresh S. Bhosale