



To,
Ms. Amruta Arun Bidkar
Kolhapur

Date: - 8th March 2017

EMPLOYEMENT OFFER LETTER

Dear Ms. Amruta,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "Trainee - Talent Acquisition" in trainee grade on the following terms and condition.

TERMS AND CONDITIONS

Your proposed annual remuneration will be Rs. 2,61,400/- (refer Annexure 1)

1. You shall serve in the capacity of management **Grade Trainee** and shall report to **Manager National Operations & Business Development**.
2. You will be on a trainee period for the duration of one year from the date of joining, on satisfactory completion of your trainee period, your services will move towards probation and confirmation, the management reserves the right to extend your trainee as well probation period.
3. You are requested to join your duties at below mentioned address on or before 1st May 2017. Unless extended in writing, this offer for employment shall lapse if you fail to report on duty at the appointed time and place.
4. This offer is being made to you based on the information and documents furnished /submitted by you. However, if any discrepancy is found in the information and documents or copies of certificates submitted by you, any time before or after your joining, the company reserves the right to terminate this offer / employment without prior notice.
5. A formal appointment letter with detailed terms and conditions of your employment will be issued to you after joining your duties.

Kindly sign and return a copy of this letter as a token of acceptance of the above terms and conditions, within 7 working days through mail.

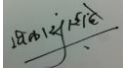
You are requested to submit copy of following documents on the date of joining.

1. Passport size photographs - 2 nos.
2. Educational Certificate & Testimonials
3. Signed Bond on 100 rupees stamp paper (refer the attached format)

For VR 360 Degree Solutions India Pvt. Ltd.

Vikas Shinde
Managing Director

Candidate Signature

Annexure 1				Particulars
Employee No :		w.e.f. 01 May 2017		
Name: Amruta Arun Bidkar				
DOJ : 01/05/2017		Stipend - 2,61,400.00		
Designation: Trainee Talent Acquisition				
Grade: Trainee				
Sr. Nos.	Salary Heads	MONTHLY	ANNUAL	
1	Basic	0.00	0.00	
2	HRA	0.00	0.00	
3	Medical Allowance	0.00	0.00	
4	Education Allowance	0.00	0.00	
5	Conveyance Allowance	0.00	0.00	
6	Fixed Allowance	10000.00	120000.00	Variable pay is depend up on your performance it can be more than or less than the mentioned figures. But there are no limits to best performers
	Variable pay details (Incentive)			
7	Existing Client 10%	6000.00	72000.00	
8	New Login 20 %	4000.00	48000.00	
9	Variable Pay Total	10000.00	120000.00	
10	Birthday (Once in year)	0.00	1000.00	Mobile Up to 1000 per month on company provided number
11	Mobile	1000.00	12000.00	
11	Insurance	200.00	2400.00	You would be covered under insurance scheme up to 1 lac rupees on Company's approved plan
11	Education Assistance	0.00	6000.00	
	Gross of perks	1200.00	21400.00	
10	P.F.	0.00	0.00	Can be claimed at completion of course, provided the course has in relevance of company's line of business which approved in advance
11	LTA	0.00	0.00	
12	Gratuity	0.00	0.00	
13	Contributions pm	0.00	0.00	
Grand Total (6+9) - (13)		21,200.00	2,61,400.00	
Issued By				Accepted By
 Vikas Shinde Managing Director				 Candidate Signature

To,
Ms. Jyoti Jagannath More
Kolhapur

Date: - 8th March 2017

EMPLOYEMENT OFFER LETTER

Dear Ms. Jyoti,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "**Trainee - Talent Acquisition**" in trainee grade on the following terms and condition.

TERMS AND CONDITIONS

Your proposed annual remuneration will be Rs. 2, 61, 400/- (refer Annexure 1)

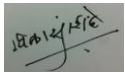
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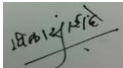
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3. Signed Bond on 100 rupees stamp paper (refer the attached format)

For VR 360 Degree Solutions India Pvt. Ltd.

A small, square image showing a handwritten signature in black ink on a light-colored background.

Vikas Shinde
Managing Director

Candidate Signature

Annexure 1				Particulars
Employee No :		w.e.f. 01 May 2017		
Name: Jyoti Jagannath More				
DOJ : 01/05/2017		Stipend - 2,61,400.00		
Designation: Trainee Talent Acquisition				
Grade: Trainee				<p>Variable pay is depend up on your performance it can be more than or less than the mentioned figures. But there are no limits to best performers</p> <p>Mobile Up to 1000 per month on company provided number</p> <p>You would be covered under insurance scheme up to 1 lac rupees on Company's approved plan</p> <p>Can be claimed at completion of course, provided the course has in relevance of company's line of business which approved in advance</p>
Sr. Nos.	Salary Heads	MONTHLY	ANNUAL	
1	Basic	0.00	0.00	
2	HRA	0.00	0.00	
3	Medical Allowance	0.00	0.00	
4	Education Allowance	0.00	0.00	
5	Conveyance Allowance	0.00	0.00	
6	Fixed Allowance	10000.00	120000.00	
	Variable pay details (Incentive)			
7	Existing Client 10%	6000.00	72000.00	
8	New Login 20 %	4000.00	48000.00	
9	Variable Pay Total	10000.00	120000.00	
10	Birthday (Once in year)	0.00	1000.00	
11	Mobile	1000.00	12000.00	
11	Insurance	200.00	2400.00	
11	Education Assistance	0.00	6000.00	
	Gross of perks	1200.00	21400.00	
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Grand Total (6+9) - (13)		21,200.00	2,61,400.00	
Issued By		Accepted By		
 Vikas Shinde Managing Director		 Candidate Signature		

Ganesh Kshirsagar

📞 8530119474

Dwarkesh Kshirsagar

📞 9822342734



Email : kew8402@gmail.com

Add. : G.No. 216/3, Plot No. 14, Near Chavan Industries,
Kanadwadi Road, Savali (MIDC Kupwad). Tal. Miraj, Dist. Sangli 416 436.

6th May 2017

Sarita Vitthal Banne
D/O Vitthal M. Banne
"Vitthal Birdev"
Ho. No.: 234/235,
Kunnur - 591 215 (Nipani)
Dist.: Belgum, Karnataka

Subject: Offer Letter

Dear Sarita,

We are delighted to welcome you to Citrus Family.

Further to your application and subsequent interview you had with us, we are pleased to offer you the position of **GSA Accounts & Finance** in our organization.

You will be paid a monthly gross salary of **Rs. 11,525/-** as detailed in the Annexure - A to this letter.

As per the law of the country all statutory deductions will be made from your remuneration package. These may vary according to the rates of taxation applicable from time to time. Personal Tax beyond the limit of the statutory deductions is your own responsibility and the company has no say in the way you plan your savings and investments.

A detailed letter of appointment will be given to you at the time of joining. Your date of joining shall be on **8th May 2017**.

This offer of employment is subject to receipt of satisfactory feedback from the reference check.

On the date of your joining, you may please bring along the following. Our offer is contingent upon satisfactory evidence and verification of your credentials.

- Address and ID proof: Pan card/ Ration card/ Driving License/ Voter's ID card/ Passport 2 copies
- 6 self passport size colored photographs
- Academic Certificates
- One Reference Letter
- Medical Certificate: physically & mentally sound for the position
- Letter of Experience
- Salary Slip of last Month
- Form 16 of the current financial year/ net taxable income salary certificate from the previous employer

We are sure that our association with you will be enriching and wish you a good career with us.

Yours Sincerely,
For Citrus Hotels Pvt. Ltd.
(A unit of CR Hospitality, Kolhapur)

K.V. Kolkat
Ketan Kokate
Operations Manager



Received *GR*



To,
Ms. Amruta Arun Bidkar
Kolhapur

Date: - 8th March 2017

EMPLOYEMENT OFFER LETTER

Dear Ms. Amruta,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "Trainee - Talent Acquisition" in trainee grade on the following terms and condition.

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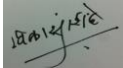
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For VR 360 Degree Solutions India Pvt. Ltd.

Vikas Shinde
Managing Director

Candidate Signature

Annexure 1				Particulars
Employee No :		w.e.f. 01 May 2017		
Name: Amruta Arun Bidkar				
DOJ : 01/05/2017		Stipend - 2,61,400.00		
Designation: Trainee Talent Acquisition				
Grade: Trainee				
Sr. Nos.	Salary Heads	MONTHLY	ANNUAL	
1	Basic	0.00	0.00	
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5	Conveyance Allowance	0.00	0.00	
6	Fixed Allowance	10000.00	120000.00	Variable pay is depend up on your performance it can be more than or less than the mentioned figures. But there are no limits to best performers
	Variable pay details (Incentive)			
7	Existing Client 10%	6000.00	72000.00	
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10	Birthday (Once in year)	0.00	1000.00	Mobile Up to 1000 per month on company provided number
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12	Gratuity	0.00	0.00	
13	Contributions pm	0.00	0.00	
Grand Total (6+9) - (13)		21,200.00	2,61,400.00	
Issued By				Accepted By
 Vikas Shinde Managing Director				 Candidate Signature

To,
Ms. Jyoti Jagannath More
Kolhapur

Date: - 8th March 2017

EMPLOYEMENT OFFER LETTER

Dear Ms. Jyoti,

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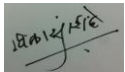
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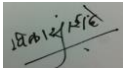
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For VR 360 Degree Solutions India Pvt. Ltd.

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Vikas Shinde
Managing Director

Candidate Signature

Annexure 1				Particulars	
Employee No :		w.e.f. 01 May 2017			
Name: Jyoti Jagannath More					
DOJ : 01/05/2017		Stipend - 2,61,400.00			
Designation: Trainee Talent Acquisition					
Grade: Trainee					
Sr. Nos.	Salary Heads	MONTHLY	ANNUAL		
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13	Contributions pm	0.00	0.00		
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Issued By				Accepted By	
 Vikas Shinde Managing Director				 Candidate Signature	

To,
Ms. Neena Susan Varghese
Kolhapur

Date: - 8th March 2017

EMPLOYEMENT OFFER LETTER

Dear Ms. Neena,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of “**Trainee - Talent Acquisition**” in trainee grade on the following terms and condition.

TERMS AND CONDITIONS

Your proposed annual remuneration will be Rs. 2,61,400/- (refer Annexure 1)

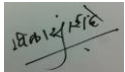
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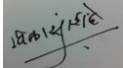
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For VR 360 Degree Solutions India Pvt. Ltd.

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Vikas Shinde
Managing Director

Candidate Signature

Annexure 1				Particulars
Employee No :		w.e.f. 01 May 2017		
Name: Neena Susan Varghese				
DOJ : 01/05/2017		Stipend - 2,61,400.00		
Designation: Trainee Talent Acquisition				
Grade: Trainee				
Sr. Nos.	Salary Heads	MONTHLY	ANNUAL	
1	Basic	0.00	0.00	
2	HRA	0.00	0.00	
3	Medical Allowance	0.00	0.00	
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5	Conveyance Allowance	0.00	0.00	
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Grand Total (6+9) - (13)		21,200.00	2,61,400.00	
Issued By		Accepted By		
 Vikas Shinde Managing Director		 Candidate Signature		

Date: 13th April 2022

Mr. Snehal Banbheru

snehalbanbheru@gmail.com

Dear Mr. Snehal,

We are pleased to offer you the position of **Executive - Sales** in the Team **Agri Input** of **Green Agrevolution Pvt. Ltd.** Your head quarter will be **Nanded**.

This offer letter is valid till 25th April 2022; however, as discussed, you would try to join us on or before 18th April 2022. If any change in this date will be kindly communicate to us. Your CTC will be as per annex-I.

The detailed appointment letter stipulating the terms of appointment shall be issued to you on your joining.

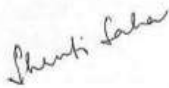
Please bring with you the following documents on the date of joining:-

- ✓ Photocopy of all Your educational Certificate
- ✓ Passport Size Photographs-3 Nos.
- ✓ Family Photographs-2 Nos.
- ✓ Last Drawn Salary proof
- ✓ Relieving Letter from last employer
- ✓ Residential proof- copy of Passport/Driving License/ Voter ID Card etc
- ✓ Copy of PAN Card Aadhar Card
- ✓ Bank Account Details

We look forward to having you on board with us.

Best Wishes,

For **Green Agrevolution Pvt. Ltd.**



Authorised Signatory



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

Csiber candidates appeared for interview

1 message

Shruti Bhingarde/Women'S Branch Kolhapur/Profit Centre/General

Fri, Jun 3, 2016 at 4:39 PM

<Shruti.Bhingarde@bajajallianz.co.in>

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

Cc: Sameer Oturkar/Kolhapur/Profit Centre/General <sameer.oturkar@bajajallianz.co.in>, "kale_c_s@yahoo.co.in" <kale_c_s@yahoo.co.in>

Hi Bhakti,

Please find the below candidates who had appeared for interview for the post of developer in All Women Branch.

We have selected Ms. Snehankita Bhosale and Ms. Deepali Bhosale for the required 2 vacancies.

Ms. Snehankita Bhosale - 8551903131

Ms. Deepali Bhosale - 9146576881

Name	Contact Number	Mail ID
Neha R. Shinde	9049046300	mishti161@gmail.com
Vipula A. Gath	8275592892	vipula2612@gmail.com
Kalyani A. Dhavan	7038886901	kalyanidhavan.kd287@gmail.com
Shital N. Patil	8551996566	shitalpatil6566@gmail.com
Priyanka G. Patil	9767352033	patilpriyanka546@gmail.com
Ashwini B. Chavan	9730559291	ashwinichavan9291@gmail.com
Pooja M. Majage	7768888057	poojamajage99@gmail.com
Jyoti S. Jadhav	7875169060	jyotisjadhav007@gmail.com
Shital C. Chougale	9168115083	cshital05@gmail.com
Renuka S. Desai	8390781628	renudesai4404@gmail.com
Shwetambari P. Gurav	9975690328	shwetagr2792@gmail.com
Sadiya Yusuf Makandar	9145303740	sadiya.makandar2703@gmail.com

Kirti K. Khondre

9405152967

Khondre27@gmail.com

Thanks & Regards,

Shruti Bhingarde| Office Incharge - All Women Branch - Kolhapur

Bajaj Allianz General Insurance Co. Ltd.

D3 & D4, Royal Prestige, Sykes Extension, Shahupuri, Kolhapur - 416008

7030866990 ☎ 0231-6614618 ✉ shruti.bhingarde@bajajallianz.co.in

If you like our services, like us on Facebook - <https://www.facebook.com/BajajAllianz>

The information contained in this e-Mail is classified as Internal

Disclaimer: CONFIDENTIALITY INFORMATION AND DISCLAIMER This e-mail (including any attachments) is confidential, may contain proprietary or privileged information and is intended for the named recipient(s) only. Unintended recipients are prohibited from taking action on the basis of information in this e-mail and must delete all copies. Bajaj Allianz will not accept responsibility or liability for the accuracy or completeness of, or the presence of any virus or disabling code in, this e-mail. If verification is sought please request a hard copy. Any reference to the terms of executed transactions should be treated as preliminary only and subject to formal written confirmation by Bajaj Allianz. Bajaj Allianz reserves the right to monitor e-mail communications through its networks (in accordance with applicable laws). No confidentiality or privilege is waived or lost by Bajaj Allianz by any mis-transmission of this e-mail. Any reference to "Bajaj Allianz" is a reference to any entity in the Bajaj Allianz Life & General Insurance Co.Ltd If you have received this e-mail in error and are not the intended recipient/s, kindly notify sender of the email and then delete the copies of the email.



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

Campus - JD-FOS

1 message

Bhanu Priya <Bhanu.Priya@tatatel.co.in>
To: "Cdc@siberindia.edu.in" <Cdc@siberindia.edu.in>
Cc: Chetan Kumar <Chetan.Kumar@tatatel.co.in>

Tue, Feb 14, 2017 at 1:54 PM

Dear Mam,

As Per discussion Kindly find below JD for campus drive.

It's going to be Spot Offer , Let's make this drive successful .

Requirement for Sales FOS

- 1 -Candidate should be presentable and aggressive , passionate about his future
- 2- should possess strong command on english hindi and marathi
- 3- should be open to visit corporate customers throughout the day and should storm the market with brand
- 4- should be calculative when it comes to commitment and negotiations
- 5- own vehicle preferred

Requirement for Team leader

- 1- Candidate should have strong command on English , Hindi , Marathi
 - 2- should possess strong knowledge on data / mis preparation.
 - 3- should be always first in showing the team " how to do it " rather getting it done
- should own accounts and need to have strong followups to recover pending outstanding
- 4- should be strong in mathematics so that can resolve bill disputes
 - 6- should be calculative when it comes to commitment and negotiations
 - 7- should know about barring / provisioning / resumption ..

Warm Regards,

Bhanu Priya
Deputy Manager - SME Regional Sales Enablement
Enterprise
Tata Teleservices (Maharashtra) Limited
T: (91), M: (91) , F: (91) , Email ID: Bhanu.Priya@tatatel.co.in

Metropole, 3Rd Floor,Bund Garden Road Next To Inox Multiplex,Pune,411001,India



This email is governed by the Disclaimer Terms of Tata Teleservices which may be viewed at <http://www.tatadocomo.com/edisclaimer.aspx>

Tata Teleservices Ltd. | Registered Office Address: Tower 1, Jeevan Bharati, 124, 10th Floor, Connaught Circus, New Delhi -110 001 | **Corporate Identity Number:**

U74899DL1995PLC066685 | **Tata Teleservices (Maharashtra) Ltd. | Registered Office Address:** Voltas Premises, T.B. Kadam Marg, Chinchpokli,

Mumbai, Maharashtra – 400 033 | **Corporate Identity Number:** L64200MH1995PLC086354 | **Website:** www.tatadocomo.com & www.tatateleservices.com



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

Campus Placements_Just Dial at Sanjay Ghodawat Institutes on 27/12/2016

1 message

Training & Placement <tpo@sginstitute.in>
To: Training & Placement <tpo@sginstitute.in>
Bcc: cdc@siberindia.edu.in

Wed, Dec 7, 2016 at 11:53 AM

Dear Sir,

Greetings from **Sanjay Ghodawat Institutes!!!**

We are happy to inform you that, We are going to organise JUST DIAL pool campus drive at our institute on 27/12/2016. Reporting time:9.30am

Details:

Please find below the Job Description :

The current hiring program is for our "**Sales & Marketing**" profile. I have attached the details here of the same.

We are looking forward to Candidates, who are currently in **Final Year or have recently passed out** from courses like PGDM, PGDBM & MBA and are looking forward for a break in the profile of Sales and Marketing.

We would require the candidates to join us as **Full Time employees**.

Candidates will be **on rolls of the company** and apart from the industry based remuneration; they will have all the employee benefits of Gratuity, Medical Insurance, Accidental insurance etc being provided by the company.

Candidates should have their own I -Pad (2/3/4) (10 inch display and 32 gb inbuilt memory) or should be ready to buy one, Bike and Smart Phone is mandatory.

The amount of I-pad will be reimbursement by the company in 36 instalments.

The emoluments have been so designed for this profile that more the content enrichment, they do, the more they earn for themselves, and also incentives on the kind of sales they do.

1. Location : Pune & Goa**Employee will be on probation period for 3 months**

- They will be paid salary Rs 26,000 per month (all inclusive) **plus incentives**

2. Location = Nagpur, Nashik, Aurangabad, Sangli, Kolhapur, Satara, Ahmednagar, Solapur or any remote city**Employee will be on probation period for 3 months**

- They will be paid salary Rs 23,000 per month (all inclusive) **plus incentives**

--

Thanks & Regards,

Mr.A.R. Sarkar

ME(CSE), [PhD]

Head, Training & Placement Department.

Sou. Sushila Danchand Ghodawat Charitable Trust's Group of Institutions,
ATIGRE, Tq.: Hatkanangle, Dist.: Kolhapur.

Pin Code - 416 118 M.S., INDIA

Mob- +91 90110 39296

Phone No: +91 230 2463700; Fax: +91 230 2483555

Web-www.sginstitute.in

(NBA Accredited, NAAC 'A' Grade with 3.12 CGPA, ISO Certified)



Job description - JDA.doc

25K



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

Company Profile- Kind Attn. Ms. Bhakti.

5 messages

Delva Healthcare <delvahealthcare@gmail.com>
To: cdc@siberindia.edu.in

Fri, Jan 27, 2017 at 4:04 PM

Dear Madam,

Greeting from Delva Healthcare!!

As per our discussion today afternoon,

I would like to introduce you my Company Delva Healthcare.

Delva Healthcare is Pharmaceutical Consulting Firm with Versatile experience in offshore business expansion. We connect small and medium pharma companies to Global pharma market. In India Delva Healthcare is involved in Export and Import of pharmaceutical products, Ayurveda Products ,animal husbandry products, medical devices & diagnostic products. We are service provider for all types' small and medium range of Pharmaceutical manufacturers that are interested in exporting their products. We provide our client many services that include market analysis, registration of products and consulting on sales, as well as in- licensing. Where we will be their official exporting agent for agreeing countries. We are working as a marketing wing of Matxin Labs Pvt. Ltd., Bangalore to sale their product across Pan India.

Please find attached Presentation of our company and Matxin Labs Pvt. Ltd. for your reference.

We are looking young and dynamic people you can work with us to develop and build our marketing and promotion of company. The following are the details which we required.**1. Position: Management Trainee (Domestic Marketing)****Profile: Area Development, Promotions of products through Camps, Distributors Appointments etc.****Locations: Pune, Kolhapur, Satara, Sangli, Belgaum, Goa and Solapur****2. Position: Management Trainee (International Marketing)****Profile: Country Study, through SWOT analyzing. Regulatory study of pharma products. New Customer data development.****Location: Kolhapur****Salary: Between 1.5 to 2 lakhs p.a. (This is just a range can be changed according to the candidates ability and knowledge).****Please feel to call me or mail if you have any queries.****Regards,**Vivekanand Govind Sonawadekar
Delva Healthcare
9579919791
Kolhapur

3 attachments **Matxin PPT Revised.ppt**
7884K **Delva Healthcare.pptx**
574K **Pharma products brochure 27-2-15.pdf**
12006K

Delva Healthcare <delvahealthcare@gmail.com>

Tue, Jan 31, 2017 at 5:11 PM

To: cdc@siberindia.edu.in

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3 attachments

 **Matxin PPT Revised.ppt**
7884K

 **Delva Healthcare.pptx**
574K

 **Pharma products brochure 27-2-15.pdf**
12006K

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

Thu, Feb 9, 2017 at 4:01 PM

To: Richa Melwanki <richa7208@gmail.com>, sarvesh patil <sarveshpatil9025@gmail.com>, Pranav Thombare <pranav11194@gmail.com>

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

----- Forwarded message -----

From: **Delva Healthcare** <delvahealthcare@gmail.com>

Date: Fri, Jan 27, 2017 at 4:04 PM

Subject: Company Profile- Kind Attn. Ms. Bhakti.

To: cdc@siberindia.edu.in

[Quoted text hidden]

3 attachments

 **Matxin PPT Revised.ppt**
7884K

 **Delva Healthcare.pptx**
574K

 **Pharma products brochure 27-2-15.pdf**
12006K

Delva Healthcare <delvahealthcare@gmail.com>

Sat, Feb 18, 2017 at 10:13 AM

To: cdc@siberindia.edu.in

Dear Madam,

Thank you so much for giving us an opportunity to conduct the Placement process on your campus, due to some urgent work I am not able to finalize with the candidate list.

Kindly give me few days I will get back to you at the earliest.

Regards,

Vivekanand Sonawadekar
9579919791

[Quoted text hidden]

Placement @ SIBER <cdc@siberindia.edu.in>
To: Delva Healthcare <delvahealthcare@gmail.com>

Mon, Feb 20, 2017 at 10:35 AM

Hello Sir,

Greetings for the day!

Thank you for extending this opportunity to our students. No issues, we shall wait for the list of selected candidates.

Bhakti Bhadra

Training and Placement Officer
Career Development Centre

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

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

DMart Campus Recruitment 2016-17

16 messages

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

Sat, Oct 1, 2016 at 4:59 PM

Dear Bhakti

Greetings from DMart!

It was a pleasure speaking to you.

As discussed, we are looking for fresher MBA graduates for the role of Department Managers in Store Operations.

Can you please confirm the following-

- 1) Total Batch Size of students appearing for their finals in 2017
- 2) No of students in Operations & Marketing
- 3) Minimum compensation that you expect
- 4) When does the Campus Recruitment calendar begin for you?

Once you send me response to the above, I'll send you the JD and then maybe we can check how many students are interested or whatever are the next steps.

Thanks
Meruna Das
Manager- Talent Acquisition**Avenue Supermarts Ltd. (D-Mart)**
5th Floor, Plot no - B72 /B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604
Phone: 022- 3340 0990*This e-mail is confidential and intended for the recipient alone. This may constitute privileged information and if you are not the intended recipient please delete the message and notify the sender immediately by return e-mail.*www.dmartindia.com

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

Sat, Oct 1, 2016 at 5:14 PM

Dear Meruna,

It was a pleasure talking to you as well. Please note the following details:

- 1) Total Batch Size of students appearing for their finals in 2017: **220**
- 2) No of students in Operations & Marketing: We are offering dual specialization with equal weightage to both. Hence minimum 100 students with this combination or atleast one of the both specializations.
- 3) Minimum compensation that you expect: 2.5 lpa
- 4) When does the Campus Recruitment calendar begin for you? Its in 3 phase. In the beginning of 2nd year(July to September) , after Diwali(tentatively from Nov -March) and after 2nd year exams(May-June)

Looking forward to a fruitful and long term association.

Thanks and Regards,

Bhakti Bhadra

Training and Placement Officer

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: Off. : 0231-2535706/ 0233-2302528/7722036044

[Quoted text hidden]

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

Fri, Nov 18, 2016 at 6:08 PM

Dear Bhakti

As discussed, we are planning to visit your campus at Kolhapur on 20th December 2016 for a pool drive.

The role is that of **Department Manager** (Operations). Please refer to JD attached.

List of colleges that we are targeting for the drive is below. If you want, you could coordinate with them.

CSIBER (Chhatrapati Shahu
Institute of Business Education
and Research)

KITM (Kolhapur Institute of
Technology and Management)

Bharti Vidyapeeth Institute of
Management

Chintamanrao Institute of
Management Development &
Research, Sangli

RIT Dept of Management
Studies, Rajaramnagar,
Islampur, Dist- Sangli

Regards
Meruna

Avenue Supermarts Ltd. (D-Mart)
5th Floor, Plot no - B72 /B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604
Phone: 022- 3340 0990

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 **DM_Campus.docx**
53K

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

Sat, Nov 19, 2016 at 1:44 PM

Hello Meruna,

Greetings from CSIBER!

We shall communicate with the colleges and arrange the Campus pool as per the mentioned schedule.

Request you to kindly share the following details:

Pay Package offered:

No. Of positions:

Location:

Tentative Joining date:

Placement Process:

Format for students data:(if any)

Please share the travel schedule and your team member details who shall be coming for the campus pool. Also kindly let us know arrangements to be done at our end or any specific requirement.

Thanks and Regards,

Bhakti Bhadra

Training and Placement Officer

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: Off. : 0231-2535706/ 0233-2302528/7722036044

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

Sat, Nov 19, 2016 at 4:22 PM

Dear Bhakti

Please note the response to your questions below-

Pay Package offered: INR 3.25 Lakhs

No. Of positions: TBD

Location: Maharashtra primarily but candidates should be open for transfer

Tentative Joining date: As soon as possible- *when can your students join?*

Placement Process:

Format for students data:(if any) Please send list of interested students and their profiles- specialization, graduation stream, percentage, residential city etc.

Regards

Meruna

Avenue Supermarts Ltd. (D-Mart)

5th Floor, Plot no - B72 /B72 A , Road no - 33, Wagle Estate

Landmark: Spectra Motors,

Near Kamgar Hospital, Thane - 400604

Phone: 022- 3340 0990

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[Quoted text hidden]

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

Sat, Nov 19, 2016 at 4:49 PM

Dear Meruna,

Thank you for your prompt response. Students shall be ready to join after completion of MBA II .
Tentatively from May on wards.

Thanks and Regards,

Bhakti Bhadra

Training and Placement Officer

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: Off. : 0231-2535706/ 0233-2302528/7722036044

[Quoted text hidden]

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

Sat, Nov 19, 2016 at 4:52 PM

Dear Bhakti

If you could consolidate student profile as per the data points mentioned and send back, it would be great!

Thanks

Meruna

Avenue Supermarts Ltd. (D-Mart)
5th Floor, Plot no - B72 / B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604
Phone: 022- 3340 0990

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

Sat, Nov 19, 2016 at 5:00 PM

Dear Meruna,

I will revert will the list of students profile from all the colleges as per the list received from your end.
Also would add VP college from Sangli to the list.

Thanks and Regards,

Bhakti Bhadra

Training and Placement Officer

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: Off. : 0231-2535706/ 0233-2302528/7722036044

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Meruna Das <meruna.das@dmartindia.com>

Sat, Nov 19, 2016 at 6:12 PM

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

Dear Bhakti

Let me know the total number of students once you get the information from other colleges.

Regards
Meruna

Avenue Supermarts Ltd. (D-Mart)
5th Floor, Plot no - B72 /B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604
Phone: 022- 3340 0990

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[Quoted text hidden]

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

Tue, Nov 22, 2016 at 5:41 PM

Dear Meruna,

We have communicated about campus pool to the mentioned colleges. We shall share the list of interested students by 28.11.2016.

Thanks and Regards,

Bhakti Bhadra

Training and Placement Officer

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: Off. : 0231-2535706/ 0233-2302528/7722036044

[Quoted text hidden]

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

Wed, Nov 23, 2016 at 12:27 PM

Dear Bhakti

Thanks for your co-operation..do keep me posted.

Regards
Meruna

Avenue Supermarts Ltd. (D-Mart)
5th Floor, Plot no - B72 /B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604
Phone: 022- 3340 0990

[Quoted text hidden]
[Quoted text hidden]

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

Sat, Dec 3, 2016 at 1:02 PM

Dear Meruna,

Greetings for the day!

Please find attached the list of interested candidates from the below colleges:

CSIBER (Chhatrapati Shahu
Institute of Business Education
and Research)

KITM (Kolhapur Institute of
Technology and Management)

Bharti Vidyapeeth Institute of
Management

Chintamanrao Institute of
Management Development &
Research, Sangli

RIT Dept of Management
Studies, Rajaramnagar,
Islampur, Dist- Sangli

VPIMSR, Sangli

Thanks and Regards,

Bhakti Bhadra

Training and Placement Officer


Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: Off. : 0231-2535706/ 0233-2302528/7722036044

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 **final dmart registration.xlsx**
28K

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

Wed, Dec 7, 2016 at 7:21 PM

Thank you so much!

I'll keep you posted.

Regards
Meruna

Avenue Supermarts Ltd. (D-Mart)
5th Floor, Plot no - B72 /B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604
Phone: 022- 3340 0990

[Quoted text hidden]

[Quoted text hidden]

Meruna Das <meruna.das@dmartindia.com>

Wed, Dec 7, 2016 at 7:30 PM

To: "Placement @ SIBER" <cdc@siberindia.edu.in>, meruna das <meruna.das@gmail.com>

Dear Bhakti

Just wanted to reiterate that the role is a pure store operations role and therefore is relevant to *Operations & Marketing* students only. This was communicated on my initial email.

Students from any other streams or with minor specializations in Operations & Marketing would not be eligible for shortlisting. Kindly inform your counterparts as well.

I will issue the shortlist on Monday- Tuesday.

Regards
Meruna
9167023427

Avenue Supermarts Ltd. (D-Mart)
5th Floor, Plot no - B72 /B72 A , Road no - 33, Wagle Estate
Landmark: Spectra Motors,
Near Kamgar Hospital, Thane - 400604
Phone: 022- 3340 0990

[Quoted text hidden]

[Quoted text hidden]

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

Thu, Dec 8, 2016 at 11:44 AM

Dear Meruna,

Greetings for the day!

We shall inform this to other colleges. Shall await the list of shortlisted candidates.

Thanks and Regards,

Bhakti Bhadra

Training and Placement Officer

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.inWebsite: www.siberindia.edu.in

Phone: Off. : 0231-2535706/ 0233-2302528/7722036044

[Quoted text hidden]

Meruna Das <meruna.das@dmartindia.com>

Tue, Dec 13, 2016 at 6:01 PM

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

Dear Bhakti

As discussed, students with pure HR, Finance or any such unrelated specializations would not be eligible for this role. This list is subject to the assumption that all the students have dual specialization with either marketing or operations as one of the major electives.

Regards
Meruna

Avenue Supermarts Ltd. (D-Mart)

5th Floor, Plot no - B72 /B72 A , Road no - 33, Wagle Estate

Landmark: Spectra Motors,

Near Kamgar Hospital, Thane - 400604

Phone: 022- 3340 0990

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All institutes_Kolhapur.xlsx

26K



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

Fwd: Campus Recruitment for final year MBA students - 2017

1 message

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

Sat, Jul 15, 2017 at 10:54 AM

Thanks & Regards,



Nivedita Bopardikar

Head CDC | VPIMSR | Sangli-Miraj Road,
Wanlesswadi | Sangli 416416 (Maharashtra)

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

----- Forwarded message -----

From: **HR India - intiGrow** <hr.india@intigrow.com>
Date: Fri, Jul 14, 2017 at 9:45 PM
Subject: RE: Campus Recruitment for final year MBA students - 2017
To: VPIMSR Placement <cdc@vpimsr.edu.in>
Cc: satish.yadav@intigrow.com, arvind@intigrow.com

Dear Sir/Ma'am,

Greetings from intiGrow!!

We are pleased to inform you that we are planning to visit the institute on Thursday, 20th July for campus drive recruitment.

We will discuss about the required arrangements for campus drive from your institute on Monday, 17th July.

Thanks & Regards,

Jyoti Kshirsagar

HR – India | **intiGrow**

From: VPIMSR Placement [<mailto:cdc@vpimsr.edu.in>]
Sent: Friday, July 07, 2017 10:41 AM
To: HR India - intiGrow
Subject: Re: Campus Recruitment for final year MBA students - 2017

Dear Sir/Ma'am,

Greetings from VPIMSR!!

Thank you for your response. Kindly let us know the interview schedule in advance so that we can inform the candidates about the same.

Thanks & Regards,



Nivedita Bopardikar

In- charge CDC | VPIMSR | Sangli-Miraj Road,

Wanlesswadi | Sangli 416416 (Maharashtra)

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

On Thu, Jul 6, 2017 at 8:43 PM, HR India - intiGrow <hr.india@intigrow.com> wrote:

Dear Sir/Ma'am,

Greetings from intiGrow!

We are pleased to inform you that we have shortlisted below mentioned candidates through Telephonic interviews:

1. Rizwan Mewegar
2. Gautam Gajula
3. Armaan Kasim
4. Rakesh Puribuva

The Face-to-face round of interview will be conducted in next week & the final offer & Joining date will be conveyed on the same day.

Thanks & Regards,

Jyoti Kshirsagar

HR – India | **intiGrow**

From: VPIMSR Placement [<mailto:cdc@vpimsr.edu.in>]

Sent: Thursday, June 29, 2017 12:21 PM

To: Satish Yadav; hr.india@intigrow.com

Subject: Re: FW: Campus Recruitment for final year MBA students - 2017

Dear Sir/Ma'am,

Greetings from VPIMSR!

Just would like to know that, has any candidate got shortlisted for Technical Recruiter - US position from the resumes sent from VPIMSR /Siber.

Request you to kindly update me on the same.

Thanks & Regards,



Nivedita Bopardikar

In- charge CDC | VPIMSR | Sangli-Miraj Road,
Wanlesswadi | Sangli 416416 (Maharashtra)
Mobile- 8600366044 | Off.- 0233-2211467 | Web : www.vpimsr.edu.in

On Thu, Jun 22, 2017 at 9:15 AM, VPIMSR Placement <cdc@vpimsr.edu.in> wrote:

Dear Sir/Ma'am,

Greetings from VPIMSR!

Please find some more resumes of interested candidates for Technical Recruiter - US position.

Thanks & Regards,



Nivedita Bopardikar

In- charge CDC | VPIMSR | Sangli-Miraj Road,
Wanlesswadi | Sangli 416416 (Maharashtra)
Mobile- 8600366044 | Off.- 0233-2211467 | Web : www.vpimsr.edu.in

On Wed, Jun 21, 2017 at 10:47 AM, VPIMSR Placement <cdc@vpimsr.edu.in> wrote:

Dear Sir/Ma'am,

Greetings from VPIMSR!

Please find the resumes of interested candidates for Technical Recruiter - US position.

Thanks & Regards,



Nivedita Bopardikar

In- charge CDC | VPIMSR | Sangli-Miraj Road,
Wanlesswadi | Sangli 416416 (Maharashtra)
Mobile- 8600366044 | Off.- 0233-2211467 | Web : www.vpimsr.edu.in

On Fri, Jun 16, 2017 at 6:01 PM, Arvind intiGrow <arvind@intigrow.com> wrote:

Dear Sir/Ma'am,

Greetings from intiGrow!

We are pleased to express our interest in campus recruitment at your college for the final year MBA students of 2017.

The role would be a "Technical Recruiter - US" and the locations would be Sangli & Pune. Currently we have 10 openings for this role but in case we find exceptional talent, we could go up for hiring more than 10. Please send the suitable resumes of the final year MBA candidates.

PFA, the Company profile and Job description details for your reference.

Looking forward to hire great talents from your esteemed institute.

Thanks & Regards,

Jyoti Kshirsagar

HR – India | **intiGrow**



Pune Office: Office no. 321 & 322, 3rd Floor, A-Wing, KPCT Mall, Fatima Nagar,
Pune- 411 040 Maharashtra, India

HQ: 2760 Peachtree Ind. Blvd. Suite D Duluth, GA 30097

| Phone: +91-20-65004769 |

E-mail: hr.india@intiGrow.com | Web: www.intiGrow.com

Follow us on: Facebook | LinkedIn | Twitter

IBM Premier Partner | **Oracle Gold Partner** | **RSA Technology Partner**



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

Selected Candidate

3 messages

Bhanu Priya <Bhanu.Priya@tatatel.co.in>
To: "Cdc@siberindia.edu.in" <Cdc@siberindia.edu.in>

Mon, Feb 20, 2017 at 12:03 PM

Dear Bhakti,

Please find the list of selected Candidate.

Student Name	Location	College
Sarfraj	Pune	CSIBER
Vaibhav patil	Kolhapur	CSIBER
Amol chowgle	Kolhapur	CSIBER
Tejas Patil	Pune	CSIBER
Dhananjay Rajendra	Pune	CSIBER
Vishal	Kolhapur	CSIBER
Anagha	Pune	CSIBER
Mamta	Pune	CSIBER
Rahul Surendra	Kolhapur	CSIBER
Sherali	Pune	CSIBER
Vishakha	Pune	CSIBER
Gourish	Goa	CSIBER
Pooja Kulkarni	Pune	CSIBER
Amit Ravindra	Pune	CSIBER

Warm Regards,

Bhanu Priya

Deputy Manager - SME Regional Sales Enablement

Enterprise

Tata Teleservices (Maharashtra) Limited

T: (91), M: (91) , F: (91) , Email ID: Bhanu.Priya@tatatel.co.in

Metropole, 3Rd Floor,Bund Garden Road Next To Inox Multiplex,Pune,411001,India



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Tata Teleservices Ltd. | Registered Office Address: Tower 1, Jeevan Bharati, 124, 10th Floor, Connaught Circus, New Delhi -110 001 | **Corporate Identity Number:**

U74899DL1995PLC066685 | **Tata Teleservices (Maharashtra) Ltd. | Registered Office Address:** Voltas Premises, T.B. Kadam Marg, Chinchpokli,

Mumbai, Maharashtra – 400 033 | **Corporate Identity Number:** L64200MH1995PLC086354 | **Website:** www.tatadocomo.com & www.tatateleservices.com

From: Bhanu Priya

Sent: Tuesday, February 14, 2017 1:55 PM

To: Cdc@siberindia.edu.in

Cc: Chetan Kumar

Subject: Campus - JD-FOS

Dear Mam,

As Per discussion Kindly find below JD for campus drive.

It's going to be Spot Offer , Let's make this drive successful .

Requirement for Sales FOS

- 1-Candidate should be presentable and aggressive , passionate about his future
- 2- should possess strong command on english hindi and marathi
- 3- should be open to visit corporate customers throughout the day and should storm the market with brand
- 4- should be calculative when it comes to commitment and negotiations
- 5- own vehicle preferred

Requirement for Team leader

- 1- Candidate should have strong command on English , Hindi , Marathi
- 2- should possess strong knowledge on data / mis preparation.

3- should be always first in showing the team " how to do it " rather getting it done

should own accounts and need to have strong followups to recover pending outstanding

4- should be strong in mathematics so that can resolve bill disputes

6- should be calculative when it comes to commitment and negotiations

7- should know about barring / provisioning / resumption ..

Warm Regards,

Bhanu Priya

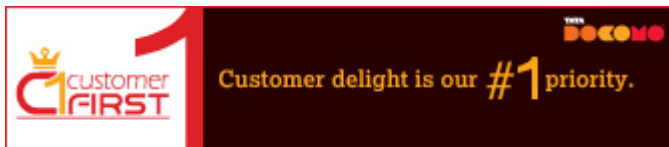
Deputy Manager - SME Regional Sales Enablement

Enterprise

Tata Teleservices (Maharashtra) Limited

T: (91), M: (91) , F: (91) ,Email ID: Bhanu.Priya@tatatel.co.in

Metropole, 3Rd Floor,Bund Garden Road Next To Inox Multiplex,Pune,411001,India



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www.tatadocomo.com & www.tatateleservices.com

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

To: Bhanu Priya <Bhanu.Priya@tatatel.co.in>

Mon, Feb 20, 2017 at 12:35 PM

Dear Bhanu Priya,

Greetings for the day!

Thank you for the details.I will discuss with the candidates and get back to you.

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]

Bhanu Priya <Bhanu.Priya@tatatel.co.in>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Mon, Feb 27, 2017 at 1:30 PM

Dear Mam,

Please find the address below:-

Tata Teleservice PVT Ltd

Alaqmar Building, Near MITCON

Near Sancheti Hospital

Shivajinagar, Pune

Offer letter will be given within 2day of joining.

Warm Regards,

Bhanu Priya

Deputy Manager - SME Regional Sales Enablement

Enterprise

Tata Teleservices (Maharashtra) Limited

T: (91), M: (91) , F: (91) , Email ID: Bhanu.Priya@tatatel.co.in

Metropole, 3Rd Floor,Bund Garden Road Next To Inox Multiplex,Pune,411001,India



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[Quoted text hidden]



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

List of Selected candidates: DMart Campus Recruitment 2016-17

1 message

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

Thu, Dec 22, 2016 at 5:56 PM

Bcc: VPIMSR Placement <cdc@vpimsr.edu.in>, "Dr. Shabana Memon" <memon.shabana@gmail.com>, tpo@ritindia.edu, prati desh mukh <pratideshmukh@gmail.com>, tpo@kit-imer.com

Hello,

Following is the list of students selected in DMART Campus pool. Congratulations!

NAME	COLLEGE
Snehal Karape	CSIBER
Anita Patil	CSIBER
Tejas Halkarni	CSIBER
Alan Zacharia	CSIBER
Pravin Gidd	CSIBER
Maheshkumar Sonawane	CSIBER
Punam Patil	CSIBER
Megha Poojari	CSIBER
Sagar Sawant	CSIBER
Bhavna Kushte	CIMDR
Abhijeet Kulkarni	CIMDR
Kishor Patil	RIT
Tushar Khot	RIT
Shivani Pawar	RIT

Request to to kindly get confirmation from your students regarding joining DMART with he tentative date and also please advise them to apply for their PAN cards if they do not have one.

Offer letters will be issued shortly.

Thanks and Regards,

Bhakti Bhadra

Training and Placement Officer

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.inWebsite: www.siberindia.edu.in

Phone: Off. : 0231-2535706/ 0233-2302528/7722036044

----- Forwarded message -----

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

Date: Fri, Dec 16, 2016 at 5:21 PM

Subject: Shortlisted candidates: DMart Campus Recruitment 2016-17

To:

Hello,

Greetings from CSIBER

Please find attached the list of shortlisted candidates for D Mart Pool Campus.

Kindly inform the students to report along with their resumes on 20.12.2016 at 9 am in Radhabai Shinde Hall ,CSIBER .

Pay Package offered: INR 3.25 Lakhs

Positions: Department Manager

Location: Maharashtra primarily but candidates should be open for transfer

Placement Process:

1. pre-placement talk
2. Post the ppt there will be a written assessment
3. Shortlisted candidates will then have to attend personal interviews

Thanks and Regards,

Bhakti Bhadra

Training and Placement Officer

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: Off. : 0231-2535706/ 0233-2302528/7722036044



short listed candidates dmart.xlsx

17K

Date: 16.5.2017

Ms. Manasi Vyankatesh Deshpande,
District-Kolhapur.

Subject - Appointment

Dear Manasi,

Further to your application dated 14.5.2017 and Personal Interview, we are pleased to appoint you as 'Management Trainee- Sales' w.e.f. 24.5.2017 on the following terms and conditions.

1. Designation & Nature of Appointment - You are designated as "Management Trainee- Sales".
Your appointment is on six months training period.
Your service will be taken on probation period subject to satisfactory performance in training period.
2. Salary & Perk - You will get consolidated payment of Rs. 15,500/-
3. Nature of Duties - You will carry-out duties assigned to you and report to Managing Director.
4. Other Conditions - a) You will abide by all the rules then in force in the company.
You should fully comply with the code of conduct in the company.
b) Your services shall automatically stand terminated if you are found to have indulged in committing any misconduct.
c) During the tenure of service with us, you shall not carry on any other trade business, profession, vocation & avocation and if found guilty, your services shall automatically stand terminated.
d) Your services are transferable to any other unit, concern or company under the same group of management with or without any modifications in the terms of employment.
e) Your services can be terminated by giving one month's notice or compensation in lieu of the notice on either side.

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

Yours faithfully,
FOR DESHPANDE AUTOMECH PVT. LTD.

[M. S. Joshi]
Managing Director

PIONEER ENTERPRISES (I) PVT. LTD.

Ref:HR/2016-2017
Date:20th Feb,2017

To,
Abhijit Ammangi,
Kolhapur

Subject: Offer Letter

Dear Abhijit ,

We had referred to the **Campus Interview** at CSIBER Kolhapur, you had with us on 8th Dec.2016.

We are pleased to inform you that you have been selected by our team as **Marketing Trainee in Marketing Department** .

You will be paid consolidated salary **Rs 15000 per month** during training period. You are required to the join duties with us on or before 15th May,2017.

Kindly report to our head office, latest by the **15th May,2017** along with your original certificate, to enable us to proceed further.

Thanking you,

Sign,

Komal Devlekar
HR

PIONEER ENTERPRISES (I) PVT. LTD.

Ref:HR/2016-2017
Date:20th Feb,2017

To,
Dhananjay Barage
Kolhapur

Subject: Offer Letter

Dear Dhananjay ,

We had referred to the **Campus Interview** at CSIBER Kolhapur, you had with us on 8th Dec.2016.

We are pleased to inform you that you have been selected by our team as **Marketing Trainee in Marketing Department** .

You will be paid consolidated salary **Rs 15000 per month** during training period. You are required to the join duties with us on or before 15th May,2017.

Kindly report to our head office, latest by the **15th May,2017** along with your original certificate, to enable us to proceed further.

Thanking you,

Sign,

Komal Devlekar
HR

PIONEER ENTERPRISES (I) PVT. LTD.

Ref:HR/2016-2017
Date:20th Feb,2017

To,
Sarvesh Patil
Kolhapur

Subject: Offer Letter

Dear Sarvesh ,

We had referred to the **Campus Interview** at CSIBER Kolhapur, you had with us on 8th Dec.2016.

We are pleased to inform you that you have been selected by our team as **Marketing Trainee** in **Marketing Department** .

You will be paid consolidated salary **Rs 15000 per month** during training period.

You are required to the join duties with us on or before 15th May,2017.

Kindly report to our head office, latest by the **15th May,2017** along with your original certificate, to enable us to proceed further.

Thanking you,

Sign,

Komal Devlekar
HR

PIONEER ENTERPRISES (I) PVT. LTD.

Ref:HR/2016-2017

Date:20th Feb,2017

To,
Deepa Bilagi
Kolhapur

Subject: Offer Letter

Dear Deepa,

We had referred to the **Campus Interview** at CSIBER Kolhapur, you had with us on 8th Dec.2016.

We are pleased to inform you that you have been selected by our team as **Marketing Trainee in Marketing Department**.

You will be paid consolidated salary **Rs 15000 per month** during training period. You are required to the join duties with us on or before 15th May,2017.

Kindly report to our head office, latest by the **15th May,2017** along with your original certificate, to enable us to proceed further.

Thanking you,

Sign,

Komal Devlekar
HR

PIONEER ENTERPRISES (I) PVT. LTD.

Ref:HR/2016-2017

Date:20th Feb,2017

To,
Radhika Patil
Kolhapur

Subject: Offer Letter

Dear Radhika ,

We had referred to the **Campus Interview** at CSIBER Kolhapur, you had with us on 8th Dec.2016.

We are pleased to inform you that you have been selected by our team as **Marketing Trainee in Marketing Department** .

You will be paid consolidated salary **Rs 15000 per month** during training period. You are required to the join duties with us on or before 15th May,2017.

Kindly report to our head office, latest by the **15th May,2017** along with your original certificate, to enable us to proceed further.

Thanking you,

Sign,

Komal Devlekar
HR

Date: **15 May, 2017**

Provisional Emp. No. - PR14664

Strictly Confidential

Sarfaraaj Kokatanur
Thyagarajan Balasubramanian, Stratadigm Education and Training Pvt. Ltd.
3rd Floor, Kodali Central, Transport Road, Near Diamond Point
Secunderabad, Telangana – 500009

Dear Sarfaraaj

This has reference to your application and subsequent discussions. We are pleased to offer you the position of “Executive Trainee VO” at Bajaj Allianz General Insurance Company Limited. You are expected to apply yourself diligently during the training period and make full use of the learning opportunities being provided to you.

1. Training Period

The training period shall be for one year from **3 July, 2017 to 3 July, 2018** and the training period may be extended, at the sole discretion of the Company, on account of your non performance and the decision of the Company on your non performance shall be final and binding. You will be automatically deemed to be under extended training period provided you get a written communication on your confirmation. The Company may at anytime, at its sole discretion may, instead of extending the training period, terminate your training either during the training period or at the end of training period or during deemed extended training period, as the case may be.

2. Location

You shall be based at **Kolhapur (VSO Nipani)**. However, the Company reserves the right to transfer you to any other location where the Company has office or newly established office as per the requirements of the Company. Your training are transferable at short notice, to any department or to any Office, Branch, division of this Company or you will be sent on deputation to any subsidiary Company/holding Company/group Company/ fellow subsidiary Company/group Company associate Company/affiliate entity of this Company or to any other incorporated Company/unincorporated entities, as per the discretion of this Company. In the event of your transfer/deputation, as the case may be, the terms and conditions of Training outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting/new company to which you are sent on deputation.

3. Stipend Package

(a) Your stipend package will be as detailed in Annexure A. The stipend package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

(b) If entitled, you shall become a member of Provident Fund and Trainees Pension Scheme and other applicable Trainee Welfare/ Benefit Schemes as presently applicable and as may be modified from time to time.

(c) If you were subscribing to the Trainees Provident Fund and Family Pension Scheme or Trainees Pension Scheme in your previous training, you shall furnish the full particulars such as your Account Number, family particulars etc. at the time of joining

4. Job Description

Although your normal work will consist of the duties assigned to you from time to time, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.



5. Medical Fitness

Your appointment and continuation during training period is subject to your being found fit in the pre-training Medical Examination and in any Medical Examination during the course of your training period as may be prescribed by the Company.

6. Leave

(a) You will be entitled for leave and paid holidays as per the policy of the Company as presently applicable and as may be modified from time to time. However, even if there is sufficient leave balance to your credit, you cannot remain absent from duty/office [for the reason other than due to your sickness or similar urgency which is beyond your control] without prior sanction from competent authority. Further, any such unauthorized absence continuously for more than the specified number of days as per policy of the Company will be treated as "absconding/disappearing" in which case your services are liable to be terminated, at the option of the Company, by initially giving one notice to you after expiry of unauthorized absence for more than the specified number of days as per policy of the Company and thereafter, by giving a further notice, if need be, in which case your services will automatically stand terminated for absconding/disappearing at the expiry of the period mentioned in the above further notice. Provided further, the service of notice referred to hereinabove may be served by the Company at your email address available with the Company which will be deemed to be sufficient service of notice without any further need to send such notice by courier/registered post AD/speed post/certificate of posting etc.,

(b) Upon your retirement, voluntary resignation or termination simplicitor of your services by the Company, the accrued Earned Leaves will be encashed at the rate of Basic Salary for the number of Earned leaves to your credit. Provided however, if there are any acts, commissions and omissions on your part for which disciplinary action is pending or contemplated, then notwithstanding voluntary resignation or otherwise, encashment of Earned Leaves will depend upon the final outcome of such disciplinary proceedings pending/contemplated and or as per legal provisions. Explanation: For the purpose of this clause, the usage of one month's Basic salary shall mean "Fixed Basic Salary" as mentioned in Annexure A [under the head "Fixed Basic"] attached hereto. It is further clarified that the corresponding Basic Salary actually applicable at the time of retirement, voluntary resignation or termination simplicitor, as the case may be, shall apply.

7. Compliances

You shall be responsible to meet all requirements under Indian Tax Laws, including tax compliance and filing of tax returns. The Company may withhold from any stipend or benefits payable to you, all Central, State, or other taxes as may be required to be paid by you pursuant to any legislation, regulation or notification.

8. Code of Conduct

You shall at all times during training period comply with the service regulations, Code of Conduct for the employees, etc. presently applicable and amended from time to time.

9. Retirement

The normal age of your retirement shall be 58 years and accordingly it is the condition of training that you will automatically retire on attaining the age of 58 years and no further notice whatsoever to you will be necessary in this regard. However the Company may, in its discretion require you to retire at any age after attaining the age of 50 years without assigning any reason whatsoever.

10. Other Terms and Conditions

(a) During your training period, you will be subject to the service Rules regulations applicable from time to time.

(b) The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Company subsequently during the course of your training period.



Bajaj Allianz General Insurance Company Limited

- (c) Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual and other Policies and procedures of the Company as presently applicable and as may be amended from time to time.
- (d) You will not, during the continuance of your training period undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, consultant, servant or otherwise in any other business, trade, or profession whatsoever. You will devote your whole time and attention to your duties with us.
- (d) You shall not during the course of your training period engage, participate, whether directly or indirectly in any business competitive to the business of the Company.
- (e) You shall not do anything or cause to do anything, which shall bring dishonour and/or disrepute to the Company or engage in unlawful/immoral activities.
- (f) If at any time you involved in any legal / administrative / quasi- judicial proceeding(s) you shall immediately inform the Company the details thereof.
- (g) You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.
- (i) In compliance of various statutory provisions and to ensure the safety of its women trainees, Bajaj Allianz General Insurance Company Limited shall not require any of its women trainees to remain in the office and work beyond 7 PM. In the event a woman trainee needs to stay back after 7 PM on account of official work she has to inform the same to her reporting authority and obtain approval for the same and for any reason whatsoever such instances of staying back in office after 7 PM shall not be more than five times in a month.
- (j) It shall be the responsibility of the Branch Head/ Office Head to ensure that no women trainee stays back to work in the office after 7 PM without the approval from her reporting authority.

11. Termination:

(A) During Probation and after confirmation:

- (a) It is understood and agreed that during probation or after confirmation, this engagement/your services (i) may be terminated, at anytime, by either party without assigning any reasons by giving to the other party notice in writing of 30 days, in which case the termination shall take effect at the end of such notice period, and (ii) is/are liable to be terminated by either party with immediate effect, at anytime, without assigning any reasons, by:
- (1) Employee paying 30 days' Basic Salary, in lieu of 30 days' notice, to the Company, (2) Company paying to the employee an amount equivalent to 30 days' Gross Salary, in lieu of 30 days' notice.
- (b) In the event the termination of this engagement/your services with 30 days' notice is at the instance of the Employee:
- (i) Who has not requested a specific date for relieving, [before expiry of 30 days' notice period required to be served as per this appointment letter] then the Company at its sole discretion reserves the right to relieve the Employee on any date during the notice period by waiving the notice period in full or part by paying to the Employee, prorata Gross salary for the notice period/balance notice period waived. Acceptance of salary in lieu of notice period or for the balance notice period shall be deemed that the Employee has agreed to be relieved [upon resignation] on the date with effect from which the Company has waived the notice.
- (ii) Who has requested a specific date for relieving, [before expiry of 30 days' notice period required to be served as per this appointment letter] then the Employee shall pay prorata Basic salary in lieu of balance notice period sought to be waived by the Company. Provided further that even if the employee has requested a specific date for relieving, the Company at its sole discretion reserves the right to relieve the Employee on any date before the requested specific date by paying to the Employee, prorata Gross salary for the balance notice period till the specific date requested by employee. Acceptance of prorata Gross salary, in lieu of balance notice period till the specific date requested by employee shall be deemed that the Employee has agreed to be relieved [upon resignation] on the date with effect from which the Company has waived the notice.

Bajaj Allianz General Insurance Company Limited

For the purpose of sub-clauses (a) and (b), (1) the usage of 30 days' Gross salary or salary shall mean "Gross Salary" as mentioned in Annexure A [under the component "Total Fixed Pay "] attached hereto, and (2) the usage of 30 days' Basic salary shall mean "Fixed Basic Salary" as mentioned in Annexure A [under the head "Fixed Basic"] attached hereto. It is hereby clarified that the corresponding amounts actually applicable at the time of issuance of termination notice shall apply.

- (B) Notwithstanding what is stated in other clauses of this Appointment Letter, During Probation and After confirmation, at the sole discretion of the Company your services are liable to be terminated without any notice or without payment of any salary in lieu of notice, in the event of your involvement in any misconduct or misdemeanour or you are/have been convicted by any competent court of law for any criminal offence/s [which may or may not be directly connected with the business of the Company] and in such cases even if you submit resignation such resignation shall be deemed to have been automatically rejected upon issuing of show cause notice by the Company and the employee shall continue to be bound by the disciplinary proceedings initiated by issuing the show cause notice. Once the misconduct, misdemeanour or any criminal offence/s are brought to the notice of the employee by personal delivery or by RPAD or by speed post or by certificate of posting or by Email and the employee abruptly stop coming to work under alleged resignation not accepted by the Company, then such absence shall be treated as unauthorized absence coming under absconding definition with consequences, which is without prejudice to taking disciplinary proceedings. In this regard it is clarified that any acts of Sexual Harassment as per provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 or any amendments/new legislation shall be treated as a Misconduct attracting the suitable disciplinary action.
- (C) Upon the termination of your employment/engagement, you shall return to the Company all documents and/or copies thereof and any other articles/properties belonging to the Company, including Identity Card, data card, Laptop etc., which may at the relevant time be in your possession. Failing to so return to the Company shall be treated as criminal breach of trust, attracting suitable criminal action by the Company.

12. Reservation of Rights

In the event of your leaving the service of the Company for any reason, you shall immediately repay all outstanding amounts due from you to the Company.

The Company at all times reserves the rights to have a lien over the dues payable to you for recovery of cash advances / loans advanced to you by the Company and which are outstanding against your name. Your obligation to repay the outstanding amounts will not cease till the time the outstanding dues have been paid back to the Company, even if you have been relieved from the service of the Company. In the event of your leaving the training period of the Company without settling amounts due from you to the Company or if the same are not recoverable, either in full or part, from the dues payable to you by the Company, the Company shall reserve the right to institute appropriate remedial proceedings to recover the outstanding amounts.

13. Confidential Information

(a) You acknowledge that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to strategies, methods, books, records and documents, technical information concerning its products, equipment, training and processes, customer lists, procurement procedures, pricing techniques and credit and financial data concerning Company's customers and business affiliates) all comprise confidential business information and trade secrets, vital to the business of the Company.

(b) You hereby agree that you will not, at any time during or after your training period with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of, the Company. For the purpose of this paragraph, the term "Company" shall also include all affiliates of the Company.

(c) Any disclosure which has not been expressly authorised by the Company shall be called 'unauthorised disclosure' For the purpose of this paragraph; the term "Company" shall also include all affiliates of the Company.

(d) Unauthorised Disclosure and use of confidential information constitutes a serious misconduct & the Company shall be entitled to take appropriate disciplinary action against you including termination of service.

Disclosure and use of Confidential information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an "order of injunction".

Where disclosure of Confidential information is made by you in observance of order of a competent court or may be required to made under any applicable law you shall inform the Company either before or immediately thereafter the nature and extent of disclosures made and the circumstances under which those disclosures were required to be made by you.

14. Intellectual property

All Works developed by you during the course of your training with the Company, shall belong exclusively to the Company and you hereby assign the ownership of copyrights of such works and those of any other derivative works, to the Company. You will promptly provide to the Company a complete written disclosure for each such work identifying the features or concepts you or the Company believe to be new or different. You grant to the Company an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these Works.

The license scope is to make, have made, use, have used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any stipend for such acts of yours, and that any rewards which the company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you.

15. Indemnity

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful acts, mala fide acts, negligence, negligence and /or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your training on such count or the right of the Company to seek other remedies which the Company may have to make good the Loss, damage.

16. Severability

If any provision of this agreement shall be invalid or unenforceable by any court of competent jurisdiction, the remainder of this agreement, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid provision of this agreement shall be enforced to the fullest extent permitted by law.

17. Governing laws & Jurisdiction

The Laws of the Union of India shall govern this relationship. Any dispute arising out of this agreement shall be subject to exclusive jurisdiction of courts at Pune.

18. Relationship with Directors

You will declare your relationship ["relationship as defined in Section 2 (77) of The Companies Act 2013 or any amendments thereof, from time to time], in terms of Section 2 (77) of The Companies Act 2013. In case you become related to any of the Directors of the Company, you will inform the Company within 7 days of becoming so.

19. Validity

In case you do not communicate your acceptance of the offer or do not join duties on **3 July, 2017**, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Company, in writing. Upon your joining duties this letter of offer shall be deemed to be your appointment letter.

20. Background Verification – Assurances & Undertakings



Bajaj Allianz General Insurance Company Limited

We are offering you the training in our Company as per the details mentioned in the appointment letter basing it on your assurances, undertaking and agreement that the education/qualification certificates, work experience certificates, previous employer's certificates, and all other certificates, information, declarations and undertakings are true and correct. However, our Company reserves its right to examine, verify and investigate [on our own or through our agents/consultants/investigation team] the correctness, truth or veracity of the various documents submitted by you i.e. Education/qualification certificates, work experience certificates, previous employer's certificates, and all other certificates, information, declarations and undertakings. Further, if at any time after your appointment our Company [upon verification, examining, investigation etc..] finds and comes to a conclusion that any one or all your assurances, undertaking, agreements, documents of educational/qualification certificates, work experience certificates, previous employer's certificates, and all other certificates, information, declarations, assurances and undertakings are wrong, false, fraudulent, forged, or willful suppression of facts, willful wrong statements by you, your assertion of correctness of facts/statement though you do not believe them to be true and or not true, then our Company reserves the right to take appropriate disciplinary action as deemed fit."

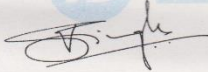
21. Mode of serving notice

Any notice or other communication to be served upon you as per terms and conditions of this appointment letter may be sent by sending the letter in physical paper form or by way of email or other electronic modes of service and accordingly any mode of service is sufficient service of notice or other communication upon you and no further confirmation of email or electronic communication is required.

22. Please sign and return a copy of this communication in acknowledgement of receipt and acceptance.

We take this opportunity to welcome you to the organization and look forward to having you on board as part of the team.

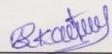
For Bajaj Allianz General Insurance Company Ltd.



Authorised Signatory

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this letter. I hereby declare that I have fully understood these terms and agree that they shall remain binding. As a token of acceptance, I have hereby signed the duplicate of this letter.

Signature : 

Name : Sarfaraj R. Kokatanur

Date : 01/06/2017



Dated: 29th May 2017.

Dear Candidate,

Congratulations! on being selected with Bajaj Allianz General Insurance Co Ltd.

Your offer letter along with a duplicate is being enclosed. We request you to kindly sign the duplicate offer letter and send it back to Stratadigm office immediately in the envelope enclosed with our address by courier.

Address:

**Stratadigm Education and Training Pvt Ltd.
3rd Floor, Kodali Central, Balaji Enclave, Phase II, Transport Road, Near Diamond Point, Secunderabad,
Telangana. – 500009. Phone : +91 40 40123624 / +91 40 27843624**

Important Information:

1. The training will start from 19th June,2017.
2. The signed duplicate copy of the offer letter should be sent immediately.

Further information regarding the venue of the training will be informed via email as well as text message(sms) to your mobile number.

All the best for your career progression.

Best Regards

For **Stratadigm Education & Training Pvt Ltd.**

Sanjuwar .D.C.

Date: **15 May, 2017****Provisional Emp. No. PR14661****Strictly Confidential****Vaibhav P Patil****Thyagarajan Balasubramanian, Stratadigm Education and Training Pvt. Ltd.
3rd Floor, Kodali Central, Transport Road, Near Diamond Point
Secunderabad, Telangana – 500009**

Dear Vaibhav

This has reference to your application and subsequent discussions. We are pleased to offer you the position of "Executive Trainee VO" at Bajaj Allianz General Insurance Company Limited. You are expected to apply yourself diligently during the training period and make full use of the learning opportunities being provided to you.

1. Training Period

The training period shall be for one year from **3 July, 2017 to 3 July, 2018** and the training period may be extended, at the sole discretion of the Company, on account of your non performance and the decision of the Company on your non performance shall be final and binding. You will be automatically deemed to be under extended training period provided you get a written communication on your confirmation. The Company may at anytime, at its sole discretion may, instead of extending the training period, terminate your training either during the training period or at the end of training period or during deemed extended training period, as the case may be.

2. Location

You shall be based at **Kolhapur (VSO Kudal)**. However, the Company reserves the right to transfer you to any other location where the Company has office or newly established office as per the requirements of the Company. Your training are transferable at short notice, to any department or to any Office, Branch, division of this Company or you will be sent on deputation to any subsidiary Company/holding Company/group Company/ fellow subsidiary Company/group Company associate Company/affiliate entity of this Company or to any other incorporated Company/unincorporated entities, as per the discretion of this Company. In the event of your transfer/deputation, as the case may be, the terms and conditions of Training outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting/new company to which you are sent on deputation.

3. Stipend Package

(a) Your stipend package will be as detailed in Annexure A. The stipend package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

(b) If entitled, you shall become a member of Provident Fund and Trainees Pension Scheme and other applicable Trainee Welfare/ Benefit Schemes as presently applicable and as may be modified from time to time.

(c) If you were subscribing to the Trainees Provident Fund and Family Pension Scheme or Trainees Pension Scheme in your previous training, you shall furnish the full particulars such as your Account Number, family particulars etc. at the time of joining

4. Job Description

Although your normal work will consist of the duties assigned to you from time to time, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.



5. Medical Fitness

Your appointment and continuation during training period is subject to your being found fit in the pre-training Medical Examination and in any Medical Examination during the course of your training period as may be prescribed by the Company.

6. Leave

(a) You will be entitled for leave and paid holidays as per the policy of the Company as presently applicable and as may be modified from time to time. However, even if there is sufficient leave balance to your credit, you cannot remain absent from duty/office [for the reason other than due to your sickness or similar urgency which is beyond your control] without prior sanction from competent authority. Further, any such unauthorized absence continuously for more than the specified number of days as per policy of the Company will be treated as "absconding/disappearing" in which case your services are liable to be terminated, at the option of the Company, by initially giving one notice to you after expiry of unauthorized absence for more than the specified number of days as per policy of the Company and thereafter, by giving a further notice, if need be, in which case your services will automatically stand terminated for absconding/disappearing at the expiry of the period mentioned in the above further notice. Provided further, the service of notice referred to hereinabove may be served by the Company at your email address available with the Company which will be deemed to be sufficient service of notice without any further need to send such notice by courier/registered post AD/speed post/certificate of posting etc.,

(b) Upon your retirement, voluntary resignation or termination simplicitor of your services by the Company, the accrued Earned Leaves will be encashed at the rate of Basic Salary for the number of Earned leaves to your credit. Provided however, if there are any acts, commissions and omissions on your part for which disciplinary action is pending or contemplated, then notwithstanding voluntary resignation or otherwise, encashment of Earned Leaves will depend upon the final outcome of such disciplinary proceedings pending/contemplated and or as per legal provisions. Explanation: For the purpose of this clause, the usage of one month's Basic salary shall mean "Fixed Basic Salary" as mentioned in Annexure A [under the head "Fixed Basic"] attached hereto. It is further clarified that the corresponding Basic Salary actually applicable at the time of retirement, voluntary resignation or termination simplicitor, as the case may be, shall apply.

7. Compliances

You shall be responsible to meet all requirements under Indian Tax Laws, including tax compliance and filing of tax returns. The Company may withhold from any stipend or benefits payable to you, all Central, State, or other taxes as may be required to be paid by you pursuant to any legislation, regulation or notification.

8. Code of Conduct

You shall at all times during training period comply with the service regulations, Code of Conduct for the employees, etc. presently applicable and amended from time to time.

9. Retirement

The normal age of your retirement shall be 58 years and accordingly it is the condition of training that you will automatically retire on attaining the age of 58 years and no further notice whatsoever to you will be necessary in this regard. However the Company may, in its discretion require you to retire at any age after attaining the age of 50 years without assigning any reason whatsoever.

10. Other Terms and Conditions

(a) During your training period, you will be subject to the service Rules regulations applicable from time to time.

(b) The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Company subsequently during the course of your training period.



Bajaj Allianz General Insurance Company Limited

- (c) Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual and other Policies and procedures of the Company as presently applicable and as may be amended from time to time.
- (d) You will not, during the continuance of your training period undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, consultant, servant or otherwise in any other business, trade, or profession whatsoever. You will devote your whole time and attention to your duties with us.
- (d) You shall not during the course of your training period engage, participate, whether directly or indirectly in any business competitive to the business of the Company.
- (e) You shall not do anything or cause to do anything, which shall bring dishonour and/or disrepute to the Company or engage in unlawful/immoral activities.
- (f) If at any time you involved in any legal / administrative / quasi- judicial proceeding(s) you shall immediately inform the Company the details thereof.
- (g) You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.
- (i) In compliance of various statutory provisions and to ensure the safety of its women trainees, Bajaj Allianz General Insurance Company Limited shall not require any of its women trainees to remain in the office and work beyond 7 PM. In the event a woman trainee needs to stay back after 7 PM on account of official work she has to inform the same to her reporting authority and obtain approval for the same and for any reason whatsoever such instances of staying back in office after 7 PM shall not be more than five times in a month.
- (j) It shall be the responsibility of the Branch Head/ Office Head to ensure that no women trainee stays back to work in the office after 7 PM without the approval from her reporting authority.

11. Termination:

(A) During Probation and after confirmation:

- (a) It is understood and agreed that during probation or after confirmation, this engagement/your services (i) may be terminated, at anytime, by either party without assigning any reasons by giving to the other party notice in writing of 30 days, in which case the termination shall take effect at the end of such notice period, and (ii) is/are liable to be terminated by either party with immediate effect, at anytime, without assigning any reasons, by:
- (1) Employee paying 30 days' Basic Salary, in lieu of 30 days' notice, to the Company, (2) Company paying to the employee an amount equivalent to 30 days' Gross Salary, in lieu of 30 days' notice.
- (b) In the event the termination of this engagement/your services with 30 days' notice is at the instance of the Employee:
- (i) Who has not requested a specific date for relieving, [before expiry of 30 days' notice period required to be served as per this appointment letter] then the Company at its sole discretion reserves the right to relieve the Employee on any date during the notice period by waiving the notice period in full or part by paying to the Employee, prorata Gross salary for the notice period/balance notice period waived. Acceptance of salary in lieu of notice period or for the balance notice period shall be deemed that the Employee has agreed to be relieved [upon resignation] on the date with effect from which the Company has waived the notice.
- (ii) Who has requested a specific date for relieving, [before expiry of 30 days' notice period required to be served as per this appointment letter] then the Employee shall pay prorata Basic salary in lieu of balance notice period sought to be waived by the Company. Provided further that even if the employee has requested a specific date for relieving, the Company at its sole discretion reserves the right to relieve the Employee on any date before the requested specific date by paying to the Employee, prorata Gross salary for the balance notice period till the specific date requested by employee. Acceptance of prorata Gross salary, in lieu of balance notice period till the specific date requested by employee shall be deemed that the Employee has agreed to be relieved [upon resignation] on the date with effect from which the Company has waived the notice.



Bajaj Allianz General Insurance Company Limited

For the purpose of sub-clauses (a) and (b), (1) the usage of 30 days' Gross salary or salary shall mean "Gross Salary" as mentioned in Annexure A [under the component "Total Fixed Pay "] attached hereto, and (2) the usage of 30 days' Basic salary shall mean "Fixed Basic Salary" as mentioned in Annexure A [under the head "Fixed Basic"] attached hereto. It is hereby clarified that the corresponding amounts actually applicable at the time of issuance of termination notice shall apply.

- (B) Notwithstanding what is stated in other clauses of this Appointment Letter, During Probation and After confirmation, at the sole discretion of the Company your services are liable to be terminated without any notice or without payment of any salary in lieu of notice, in the event of your involvement in any misconduct or misdemeanour or you are/have been convicted by any competent court of law for any criminal offence/s [which may or may not be directly connected with the business of the Company] and in such cases even if you submit resignation such resignation shall be deemed to have been automatically rejected upon issuing of show cause notice by the Company and the employee shall continue to be bound by the disciplinary proceedings initiated by issuing the show cause notice. Once the misconduct, misdemeanour or any criminal offence/s are brought to the notice of the employee by personal delivery or by RPAD or by speed post or by certificate of posting or by Email and the employee abruptly stop coming to work under alleged resignation not accepted by the Company, then such absence shall be treated as unauthorized absence coming under absconding definition with consequences, which is without prejudice to taking disciplinary proceedings. In this regard it is clarified that any acts of Sexual Harassment as per provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 or any amendments/new legislation shall be treated as a Misconduct attracting the suitable disciplinary action.
- (C) Upon the termination of your employment/engagement, you shall return to the Company all documents and/or copies thereof and any other articles/properties belonging to the Company, including Identity Card, data card, Laptop etc., which may at the relevant time be in your possession. Failing to so return to the Company shall be treated as criminal breach of trust, attracting suitable criminal action by the Company.

12. Reservation of Rights

In the event of your leaving the service of the Company for any reason, you shall immediately repay all outstanding amounts due from you to the Company.

The Company at all times reserves the rights to have a lien over the dues payable to you for recovery of cash advances / loans advanced to you by the Company and which are outstanding against your name. Your obligation to repay the outstanding amounts will not cease till the time the outstanding dues have been paid back to the Company, even if you have been relieved from the service of the Company. In the event of your leaving the training period of the Company without settling amounts due from you to the Company or if the same are not recoverable, either in full or part, from the dues payable to you by the Company, the Company shall reserve the right to institute appropriate remedial proceedings to recover the outstanding amounts.

13. Confidential Information

(a) You acknowledge that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to strategies, methods, books, records and documents, technical information concerning its products, equipment, training and processes, customer lists, procurement procedures, pricing techniques and credit and financial data concerning Company's customers and business affiliates) all comprise confidential business information and trade secrets, vital to the business of the Company.

(b) You hereby agree that you will not, at any time during or after your training period with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of, the Company. For the purpose of this paragraph, the term "Company" shall also include all affiliates of the Company.



Bajaj Allianz General Insurance Company Limited

(c) Any disclosure which has not been expressly authorised by the Company shall be called 'unauthorised disclosure' For the purpose of this paragraph; the term "Company" shall also include all affiliates of the Company.

(d) Unauthorised Disclosure and use of confidential information constitutes a serious misconduct & the Company shall be entitled to take appropriate disciplinary action against you including termination of service.

Disclosure and use of Confidential information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an "order of injunction".

Where disclosure of Confidential information is made by you in observance of order of a competent court or may be required to made under any applicable law you shall inform the Company either before or immediately thereafter the nature and extent of disclosures made and the circumstances under which those disclosures were required to be made by you.

14. Intellectual property

All Works developed by you during the course of your training with the Company, shall belong exclusively to the Company and you hereby assign the ownership of copyrights of such works and those of any other derivative works, to the Company. You will promptly provide to the Company a complete written disclosure for each such work identifying the features or concepts you or the Company believe to be new or different. You grant to the Company an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these Works.

The license scope is to make, have made, use, have used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any stipend for such acts of yours, and that any rewards which the company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you.

15. Indemnity

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful acts, mala fide acts, negligence, negligence and /or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your training on such count or the right of the Company to seek other remedies which the Company may have to make good the Loss, damage.

16. Severability

If any provision of this agreement shall be invalid or unenforceable by any court of competent jurisdiction, the remainder of this agreement, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid provision of this agreement shall be enforced to the fullest extent permitted by law.

17. Governing laws & Jurisdiction

The Laws of the Union of India shall govern this relationship. Any dispute arising out of this agreement shall be subject to exclusive jurisdiction of courts at Pune.

18. Relationship with Directors

You will declare your relationship ["relationship as defined in Section 2 (77) of The Companies Act 2013 or any amendments thereof, from time to time], in terms of Section 2 (77) of The Companies Act 2013. In case you become related to any of the Directors of the Company, you will inform the Company within 7 days of becoming so.

19. Validity

In case you do not communicate your acceptance of the offer or do not join duties on **3 July, 2017**, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Company, in writing. Upon your joining duties this letter of offer shall be deemed to be your appointment letter.

20. Background Verification – Assurances & Undertakings



Bajaj Allianz General Insurance Company Limited

We are offering you the training in our Company as per the details mentioned in the appointment letter basing it on your assurances, undertaking and agreement that the education/qualification certificates, work experience certificates, previous employer's certificates, and all other certificates, information, declarations and undertakings are true and correct. However, our Company reserves its right to examine, verify and investigate [on our own or through our agents/consultants/investigation team] the correctness, truth or veracity of the various documents submitted by you i.e. Education/qualification certificates, work experience certificates, previous employer's certificates, and all other certificates, information, declarations and undertakings. Further, if at any time after your appointment our Company [upon verification, examining, investigation etc.,] finds and comes to a conclusion that any one or all your assurances, undertaking, agreements, documents of educational/qualification certificates, work experience certificates, previous employer's certificates, and all other certificates, information, declarations, assurances and undertakings are wrong, false, fraudulent, forged, or willful suppression of facts, willful wrong statements by you, your assertion of correctness of facts/statement though you do not believe them to be true and or not true, then our Company reserves the right to take appropriate disciplinary action as deemed fit."

21. Mode of serving notice

Any notice or other communication to be served upon you as per terms and conditions of this appointment letter may be sent by sending the letter in physical paper form or by way of email or other electronic modes of service and accordingly any mode of service is sufficient service of notice or other communication upon you and no further confirmation of email or electronic communication is required.

22. Please sign and return a copy of this communication in acknowledgement of receipt and acceptance.

We take this opportunity to welcome you to the organization and look forward to having you on board as part of the team.

For Bajaj Allianz General Insurance Company Ltd.



Authorised Signatory

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this letter. I hereby declare that I have fully understood these terms and agree that they shall remain binding. As a token of acceptance, I have hereby signed the duplicate of this letter.

Signature : 

Name : VAIBHAV .P. PATIL

Date : 01/06/2017



ANNEXURE - A
TRAINING STIPEND SHEET

Provisional No. PR14661 Controlled Document
 Name Vaibhav P Patil
 Position description Executive Trainee VO 1st Original : With appointment letter
 Date of Joining July 3, 2017 Tentatively 2nd Original : Personal File
 Level & Grade Trainee
 Place of posting Kolhapur (VSO Kudal)

S No	Components	Per month	Per annum
1	Fixed Basic	8500	102000
2	HRA	3400	40800
3	Provident fund	1020	12240
4	Personal Pay	13713	164560
5	Statutory Bonus	1700	20400
6	**Cost to Company	28333	340000

- A On confirmation , the compensation structure shall be revised as per norms applicable to employees in that grade.

** All future ex-gratia Variable pay/ Performance pay would include prospective/ retrospectively increased or additional Statutory payments liable to be paid by the Company because of changes in statues. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the CTC is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] as mentioned in this Annexure.



Authorised Signatory

I accept



Signature of the Trainee

**Opening with Stock Holding Corporation of India Limited**

4 messages

Harvinder.Singh@stockholding.com <Harvinder.Singh@stockholding.com>
Bcc: cdc@siberindia.edu.in

Mon, Mar 20, 2017 at 2:34 PM

Respected,

Greeting from Stockholding.

Stock Holding Corporation of India Limited is having opening for "Officer Trainee " across various location in Maharashtra, kindly find attached details for the same.

All candidates are required to apply under "Careers" section of www.shcil.com.

Candidates so registered will be called for online test, successful candidates will be called for Interview tentatively on 27-03-2017 at Pune.

Kindly share the details of the candidates who have applied with us, so we can arrange to the Online Test at the earliest.

Thanks & Regards

Mr. Harvinder Singh Chane

AAOM

Stock Holding Corporation of India Limited

5/33 Agarkar Nagar , Ground Floor , Boat Club Road, Near Alankar Theatre , Pune - 411001.

Ph : 020 - 26050115, 26050116 Mob : 9922633633

Website : www.shcil.com CIN :U67190MH1986GOI040506

Confidentiality Notice :

"The information contained in this electronic message and any attachments

to this message are intended for the exclusive use of the addressee(s)

and may contain confidential or privileged formation. If you are not

the intended recipient , please notify the sender at SHCIL or

postmaster@stockholding.com & immediately destroy all copies of this

message."

For your attention: Social Media: Now interact with us on

Facebook: <https://www.facebook.com/StockHoldingIN>

Twitter: <https://twitter.com/StockHoldingIN>

 **Manpower Recruitment.pdf**
267K

Placement @ SIBER <cdc@siberindia.edu.in>
To: "Harvinder.Singh" <Harvinder.Singh@stockholding.com>

Tue, Mar 21, 2017 at 2:35 PM

Hello Mr. Harvinder,

Greetings from CSIBER!

We have shared these details with our students. Shall revert with the list of registered students.

Bhakti Bhadra

Training and Placement Officer

Career Development Centre

Chhatrapati Shahu Institute of Business Education and Research Trust

E-Mail: cdc@siberindia.edu.in

Website: www.siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]

Placement @ SIBER <cdc@siberindia.edu.in>
To: "Harvinder.Singh" <Harvinder.Singh@stockholding.com>

Thu, Mar 23, 2017 at 12:47 PM

Resending
[Quoted text hidden]

Harvinder.Singh@stockholding.com <Harvinder.Singh@stockholding.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Thu, Mar 23, 2017 at 1:

Hi,
Ms. Bhakti Bhadra

As per our telephone discussion following 7 students have to appear for online examination today at Kolhapur Br.

Branch Address is as follows :

Stock Holding Corporation of India Limited
Ayodhya Towers, Fourth Floor,
511 Kh 'E' Ward, Near Dabholkar Corner, Stn Road,
Kolhapur - 416 001
Contact Person : Mr. Vinod Yadav, Mob : 9881231604, Ph : 0231 - 2666180

Sr.No.	Candidate Name	State	City	Contact Number	E-mail Id	Test Details
1	Vidya Balaso Patil	MAH	Kolhapur	/9673353582	vidyapatil235@gmail.com	Kolhapur 23-3-17 2:0
2	Sonali Balavant Tibile	MAH	Kolhapur	/9420901199	sonalitibile093@gmail.com	Kolhapur 23-3-17 2:0
3	Simin Najir Khan	MAH	Kolhapur	/7030089083	siminkhan14@gmail.com	Kolhapur 23-3-17 2:0
4	Tejaswini Krishnat Bhoi	MAH	Kolhapur	/9673040600	tejaswinibhoi76@gmail.com	Kolhapur 23-3-17 2:0
5	Vaibhav Vasant Gurav	MAH	Kolhapur	/8975199697	vaibhavgurav2794@gmail.com	Kolhapur 23-3-17 4:0
6	Pooja Prakash Kadagavkar	MAH	Kolhapur	8722923233/9850716569	poojakadagavkar49@gmail.com	Kolhapur 23-3-17 4:0
7	Sunita Dhanaji More	MAH	Kolhapur	/9527452749	Sunitadmore2015@gmail.com	Kolhapur 23-3-17 4:0

Thanks & Regards

Mr. Harvinder Singh Chane
AAOM
Stock Holding Corporation of India Limited
5/33 Agarkar Nagar , Ground Floor , Boat Club Road, Near Alankar Theatre , Pune - 411001.
Ph : 020 - 26050115, 26050116 Mob : 9922633633
Website : www.shcil.com CIN : U67190MH198660I040506

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]
postmaster@stockholding.com& immediately destroy all copies of this

message."

For your attention: Social Media: Now interact with us on

Facebook: <https://www.facebook.com/StockHoldingIN>

[Quoted text hidden]



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

Fwd: Result of Justdial Kolhapur drive

1 message

student placement <tpo@kit-imer.com>

Thu, May 11, 2017 at 11:30 AM

To: CDC <cdc@siberindia.edu.in>, tpo <tpo@sginstitute.in>, DKTE TPO <dktetpo@gmail.com>, Santosh Ternimath <sarvid2009@gmail.com>

Dear Sir/Madam

Please find list of selected candidates by Just Dial on 06/05/2017. The respective students will get offer letters very soon.

Thanks and Regards

Prof Kiran A Pol

TPO

IMER

Thanks!! for the successful drive at KIT

Please find the names for selected candidates at Kolhapur campus drive and will be sending the offer letters by today.

Shubham Potdar (Solapur)	Marketing
Indrajeet Patil (Kolhapur)	Sales & Marketing
Mahesh Barmal (Sangli)	Sales & Marketing
Shereali Mulla (Kolhapur)	Sales & Marketing
Naman Kamalakar (Kolhapur)	Sales & Marketing
Azar Shaikh (Solapur)	Marketing
Asha Jarali	Telemarketing
Murlidhar Jindam (Solapur)	Marketing

Thanks and Regards,

Aditi Jha

Executive-Human Resources

Just Dial Ltd

Pune



YNext Consultancy Pvt Ltd
Marosoft, Marigold, B402
Near Big Cinemas, Kalyani Nagar
411014

Date: April 1, 2017

Offer Letter

Dear Mrs. **Richa Sanjay Melwanki**,

With reference to our discussions & your interview with us, we are pleased to offer you an exciting career in our organisation as “Business Development Manager”. You will be part of the Franchise team in your normal course of work. Your work location for the intended opportunity shall be Mumbai or Pune. However it is understood that based on business needs or exigencies, if required, you will be flexible to work out of alternate locations.

While you're key job responsibilities have been verbally discussed & agreed you shall be provided with a detail job description upon joining along with your appointment letter. Your date of joining as agreed between us shall be on or before 16th July, 2017.

We look forward to welcoming you to our growing family. This offer is valid for a period of 48 hours from date of issue. Kindly sign and return a copy of this offer letter as a token of your acceptance.

For Ynext Consultancy Pvt Ltd

**SANKET
CHOTHE**

Authorized Signatory

Digitally signed by SANKET
CHOTHE
DN: c=IN, o=Personal,
postalCode=+90076,
st=Maharashtra,
serialNumber=00c8b7b419e6d3
eaf70966e8a664c3d71aa27ae85
5e5c34762a8c6e9cb3f0,
cn=SANKET CHOTHE
Date: 2017.07.14 11:42:45 +5.30'

NB:

1. The company reserves the right to conduct a professional reference check on your previous employment(s).
2. The company reserves the right to ask you to undergo a pre-employment medical examination, if so needed.
3. It is understood that all documents & credentials provided by you is true and genuine, based on which this offer has been made to you.

Compensation and Benefits Structure

Employee Name Richa Sanjay Melwanki
Designation Business Development Manager

Particulars	Monthly Amount	Annual Amount	Remarks
Remuneration			
Basic	22,800	2,73,600	
HRA	11,400	1,36,800	
Conveyance	800	9,600	
City Compensate Allowance	5,050	60,600	
Medical Reimbursement	1,250	15,000	Non-taxable only against documentary proof
Leave Travel Allowance	2,500	30,000	
Gross Total (1 To 6)	43,800	5,25,600	
Employer PF	1,800	21,600	
CTC Total (A+7)	45,600	5,47,200	
Employee PF	1,800	21,600	
Professional Tax	200	2,500	
Net Pay Before Tax (A-(08+09))	41,800	5,01,500	
Performance Linked Incentive		1,09,440	

Signature



YNext Consultancy Pvt Ltd
Marosoft, Marigold, B402
Near Big Cinemas, Kalyani Nagar
411014

Date: April 1, 2017

Offer Letter

Dear Mr. **Sarvesh Suresh Patil**,

With reference to our discussions & your interview with us, we are pleased to offer you an exciting career in our organisation as “Business Development Manager”. You will be part of the Franchise team in your normal course of work. Your work location for the intended opportunity shall be Mumbai or Pune. However it is understood that based on business needs or exigencies, if required, you will be flexible to work out of alternate locations.

While you're key job responsibilities have been verbally discussed & agreed you shall be provided with a detail job description upon joining along with your appointment letter. Your date of joining as agreed between us shall be on or before 16th July, 2017.

We look forward to welcoming you to our growing family. This offer is valid for a period of 48 hours from date of issue. Kindly sign and return a copy of this offer letter as a token of your acceptance.

For Ynext Consultancy Pvt Ltd

**SANKET
CHOTHE**

Digitally signed by SANKET
CHOTHE
DN: c=IN, o=Personal,
postalCode=400076,
st=Maharashtra,
serialNumber=05ca8b70419e0d3
eaf70966e8a664c3d71aa27ae85
5e5c34762a8c6e9cb3f0,
cn=SANKET CHOTHE
Date: 2017.07.04 11:42:45 +5.30'

Authorized Signatory

NB:

1. The company reserves the right to conduct a professional reference check on your previous employment(s).
2. The company reserves the right to ask you to undergo a pre-employment medical examination, if so needed.
3. It is understood that all documents & credentials provided by you is true and genuine, based on which this offer has been made to you.

Compensation and Benefits Structure

Employee Name Sarvesh Suresh Patil
Designation Business Development Manager

Particulars	Monthly Amount	Annual Amount	Remarks
Remuneration			
Basic	22,800	2,73,600	
HRA	11,400	1,36,800	
Conveyance	800	9,600	
City Compensate Allowance	5,050	60,600	
Medical Reimbursement	1,250	15,000	Non-taxable only against documentary proof
Leave Travel Allowance	2,500	30,000	
Gross Total (1 To 6)	43,800	5,25,600	
Employer PF	1,800	21,600	
CTC Total (A+7)	45,600	5,47,200	
Employee PF	1,800	21,600	
Professional Tax	200	2,500	
Net Pay Before Tax (A-(08+09))	41,800	5,01,500	
Performance Linked Incentive		1,09,440	

Signature



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

File Selection List

1 message

Delva Healthcare <delvahealthcare@gmail.com>
To: cdc@siberindia.edu.in

Thu, Mar 2, 2017 at 12:45 PM

Madam,

We apologies for the delay in late reply.

Please find below the list of selection list of 1st year and 2nd year candidates for your reference.

1st Year			
S.No.	Candidate Name	Profile	Stipend
1	Ms. Riddhi Sangvi	Marketing/HR	3000+exp
2	Ms. Aishwarya Dale	Marketing/HR	3000+exp
3	Ms. Anuprita Satoskar	HR+ Supply Chain	3000+exp
4	Mr. Pranav Thombre	Marketing/Production	3000+exp

I want to meet the second year student once again, request to arrange the same and let me know when it will be possible.

2nd Year			
S.No.	Candidate Name	Profile	Location
1	Miss. Nilofar Mujawar	Domestic Marketing	Miraj
2	Miss. Richa Jadhav	International marketing	Pune

Please feel free to call me if you have any queries.

Regards,

Vivekanand Sonawadekar

TRADE NET WEALTH MANAGERS PVT. LTD.

Registered office & Corporate office : 1ST FLOOR, AKSHAR PLAZA, OPP. SASANE
GROUND, E WARD, TARABAI PARK, KOLHAPUR- 416001. MAHARASHTRA, INDIA

Phone: (0231) - 6686868, 6686836 Fax: (0231) - 6686880

Email: info@tradenetwealth.com

Ref. No. 2017-18/05/03

Date: 23.05.2017

ORDER OF APPOINTMENT

To,
Ms. Sonali Balavant Tibile
Plot No. 26/27 Rajesambhaji Nagar RajopadhyeNagar,
Taluka- Karveer,
Kolhapur.

Dear Sonali,

With reference to your application and further interview you had with us the management is pleased to appoint you as a Trainee Dealer w.e.f. 23 May 2017.

On following terms and conditions.

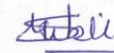
1. NATURE OF APPOINTMENT : Your appointment is purely as a Trainee for a period of six months from the date of joining. Your training period can extend further by a period of six months depending upon evaluation of your performance.
2. STIPEND : During the tenure of training you shall be paid a Stipend of Rs. 6500/- P.M. You shall not be entitled to receive any other emoluments and perks as are paid to regular employees in the organization.
3. NATURE OF TRAINING: You shall learn and complete the training in all sections and departments as per instructions and under the guidance of your Superiors.



OTHER TERMS AND CONDITIONS :

- a) During the training period, you shall maintain a high degree of discipline and any misconduct on your part shall bring to end your appointment as a Trainee.
- b) During the training period you may come across the technical, commercial and any other information regarding the business of the Organization which shall be kept as strictly confidential and you shall divulge the same to any person or Organization, if found your training period shall automatically come to an end forthwith.
- c) During the training period you shall abide by Rules and Regulations in respect of Cyber Laws and electronics devices any misuse thereof shall be your personal responsibility.
- d) During training period with us you shall not indulge or engage in indulging in any other job, employment, business, profession or avocation. If found your training period shall come to an end.
- e) Successful completion of your training may give you an opportunity to be absorbed in the Organization however, you cannot claim the same as a matter of right as it will solely depend upon the discretion of the Management.
- f) Your training period can be brought to an end by giving 15 days notice in advance on either side.

Place: Kolhapur
Date : 23rd May 2017



Ms. Sonali Balavant Tibile



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

**Requirement of Summer Trainees for our Agri Commodity Business @ Sangli-
Ms.Neeta.V.Kamble.**

3 messages

Manoj menon <manoj.menon@inditrade.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>
Cc: "Mr. Ravi Kishore Vadlamani" <kishorekumarvr@siberindia.edu.in>

Mon, May 29, 2017 at 3:13 PM

Dear Madam,

We came to understand from Mr.Kishore that Mr.Prashant Kamble is not interested to do the internship with us.

In his place we have shortlisted Ms.Neeta.V.Kamble.

In this connection, request you to issue the necessary letter allowing her to undergo internship programme with us w.e.f 1st June 2017.

Thanking you and looking forward to your support.

Regards,

K.Manoj Menon

From: Placement @ SIBER [mailto:cdc@siberindia.edu.in]
Sent: Wednesday, May 24, 2017 5:24 PM
To: Manoj menon
Subject: Re: FW: Requirement of Summer Trainees for our Agri Commodity Business @ Sangli.

Hello,

Greetings for the day!

Please find attached the internship letter for Mr. Prashant Kamble.

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

On Mon, May 22, 2017 at 10:31 AM, Manoj menon <manoj.menon@inditrade.com> wrote:

Dear Madam,

Thank you e-mail.

There is no specific format. You may please issue the letter as per your format.

Regards,

K.Manoj Menon

From: Placement @ SIBER [<mailto:cdc@siberindia.edu.in>]

Sent: Monday, May 22, 2017 10:20 AM

To: Manoj menon

Subject: Re: FW: Requirement of Summer Trainees for our Agri Commodity Business @ Sangli.

Hello Mr.Menon,

Greetings from CSIBER!

We can give an official letter for Mr.Prashant. Kindly let us know whether any specific format is required at your end.

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

On Fri, May 19, 2017 at 10:16 AM, Manoj menon <manoj.menon@inditrade.com> wrote:

Dear Sir,

As discussed earlier, can we get an official letter from the college allowing the student Mr.Prashant Kamble for Internship for a period of 45 days w.e.f 1st June 2017.

Regards,

K.Manoj Menon

Inditrade Capital Limited.,

Hyderabad

9390669979

From: Manoj menon [<mailto:manoj.menon@inditrade.com>]

Sent: Tuesday, May 16, 2017 12:18 PM

To: 'Mr. Ravi Kishore Vadlamani'

Subject: FW: FW: Requirement of Summer Trainees for our Agri Commodity Business @ Sangli.

Dear Sir,

Further to the telecom we had with both the students (Miss. Neeta Kamble & Mr.Prashant Kamble), we have finalized Mr.Prashant Kamble for the Summer Internship project.

This is fyi.

Regards,

K.Manoj Menon

From: Mr. Ravi Kishore Vadlamani [<mailto:kishorekumarvr@siberindia.edu.in>]

Sent: Friday, May 12, 2017 1:26 PM

To: Manoj menon

Subject: Re: FW: Requirement of Summer Trainees for our Agri Commodity Business @ Sangli.

dear sir

thank you and i will be forwarding these details to my two agri business students (miss neeta kamble and mr. prashant kamble)

they will be calling you in this regard

thanking you

Mr. V. R. Kishore Kumar

Assistant Professor

Department of Economics

Chhatrapati Shahu Institute of Business Education and Research

Office: 0231-2535706/07 | Mobile: 09960934661

Email: kishorekumarvr@siberindia.edu.in

Website: www.siberindia.edu.in

[Redacted]

On Fri, May 12, 2017 at 12:44 PM, Manoj menon <manoj.menon@inditrade.com> wrote:

Kind Attn : Mr.Kishore Kumar.

Dear Sir,

As discussed, forwarding you the mail which was forwarded to Ms.Bharati Bhadra.

Look forward to your revert.

Regards,

K.Manoj Menon

From: Manoj menon [<mailto:manoj.menon@inditrade.com>]

Sent: Friday, May 12, 2017 11:33 AM

To: 'cdc@siberindia.edu.in'

Subject: Requirement of Summer Trainees for our Agri Commodity Business @ Sangli.

Kind Attn : Ms.Bharti Bhadra.

Chhatrapati Shahu Institute of Business Education and Research, Kolhapur

Dear Sir,

Good Morning!!!

This is to bring to your kind notice that our company is looking for Summer Trainees for Sangli Location.

Please note our company is into distribution of Financial products. We are also into Agri Commodities Trading Business. A brief description of our company is given below for your ready reference. Please do visit the website for further details at www.inditrade.com.

Further, please find attached the detailed JD for your ready reference. We are looking for MBA Final Year Students for the internship.

Request you to forward us the relevant CV's to have a telephonic interview initially and for short listing and on-boarding the candidates.

About our Company:

INDITRADE Capital Ltd formerly known as JRG Securities Ltd. is one of India's leading financial services providers with strong presence in South India. It was incorporated in 1994 and over the years it acquired a name of trust through Equity and Commodity Broking businesses. Inditrade has undergone several transformations - expanding into new geographies, adopting state-of-the-art technology, strengthening credit and risk management systems, creating new products and strengthening client relationships through service focus. The company is committed to fully compliant with all regulatory compliances with the exchanges, SEBI, IRDA, FMC and RBI. Inditrade is listed on the Bombay Stock Exchange and has a diverse set of public shareholders.

Thanking you,

K.Manoj Menon

Inditrade Capital Limited,

Hyderabad-500032

Mobile : 9390669979



Internship letter- Prashant kamble.pdf

264K

Placement @ SIBER <cdc@siberindia.edu.in>
To: Manoj menon <manoj.menon@inditrade.com>

Wed, May 31, 2017 at 1:07 PM

Hello,

Greetings for the day!

Please find the attached internship letter for Ms. Neeta Kamble.

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]



internship letter - Neeta Kamble.pdf

263K

Manoj menon <manoj.menon@inditrade.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Wed, May 31, 2017 at 1:25 PM

Thank you Madam..

[Quoted text hidden]

From: "Aishwarya thorat" <aishwarya_reach@gmail.com>

To: ssjamsandekar@siberindia.edu.in
sdbhoite@siberindia.edu.in

Date: 7/18/2022 8:47:39 AM

Subject: First Joining letter- Aishwarya Thorat

Hi Sir/Ma'am,

Please find attached doc:



Ms. Aishwarya Thorat
Pune.

Date: 02nd May, 2017

Dear Aishwarya,

Assignment Letter

1. EMPLOYMENT

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

The duration of your contract shall be from '**02nd May 2017 to 01st Nov 2017**' the terms and conditions of your employment with the Company are as follows:-



SHARADA INFOTECH

Date: - 28th April 2017

Dear Ashwini Kore,

We're delighted to extend this offer of employment for the position of Trainee Developer with Sharada Infotech.

Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be **15th May 2017** and report to Mr. Prashant Shinde.

Please find below terms and conditions of your employment, to accept this offer letter:

Position. Your title will be Trainee Developer, and you will report to the Mr. Prashant Shinde. This is a full-time position. While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

Cash Compensation. The Company will pay you a starting salary at the rate of INR 1,44,000/- (Rupees One lakh forty four thousand) [Gross annual salary] per year, payable in accordance with the Company's standard payroll schedule. This salary will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time.

Ex-Gracia. In addition, you will be eligible to be considered for a fix bonus for each fiscal year of the Company. The bonus (if any) will be awarded based on objective or subjective criteria established and approved by the Company. Your target bonus will be equal to Rs. 24,000/- distributed in 2 slabs. Any bonus for the fiscal year in which your employment begins will be prorated, based on the number of days you are employed by the Company during that fiscal year. Any bonus for a fiscal year will be paid only if you are still employed by the Company at the time of payment. The determinations of the Company's Board of Directors with respect to your bonus will be final and binding.

Hours and Compensation. This is a Full-time position requiring approximately 45 hours per week.

Employee Benefits. As a regular employee of the Company, you will be eligible to participate in a number of Company-sponsored benefits. In addition, you will be entitled to paid vacation in accordance with the Company's vacation policy.

Employment Relationship. Employment with the Company is for no specific period of time. Your employment with the Company will be "at will," meaning that either you or the Company may terminate

G-701, Serene County, Near Lokmat Press, Lagad Mala, Sinhgad Road,
Pune - 411041

Phone – 020 24616238, Email – Info@sharadainfotech.in
www.sharadainfotech.in



SHARADA INFOTECH

your employment at any time and for any reason, with or without cause. Any contrary representations that may have been made to you are superseded by this letter agreement. This is the full and complete agreement between you and the Company on this term. Although your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and a duly authorised officer of the Company (other than you).

Termination. The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

Proprietary Information and Inventions Agreement. Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Proprietary Information and Inventions Agreement.

Privacy. You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

Withholding. All forms of compensation referred to in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law.

Tax Advice. You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company does not have a duty to design its compensation policies in a manner that minimises your tax liabilities, and you will not make any claim against the Company or its Board of Directors related to tax liabilities arising from your compensation.

Interpretation, Amendment and Enforcement. This letter agreement supersedes and replaces any prior agreements, representations or understandings (whether written, oral, implied or otherwise) between you and the Company and constitute the complete agreement between you and the Company regarding the subject matter set forth herein. This letter agreement may not be amended or modified, except by an express written agreement signed by both you and a duly authorised officer of the Company.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before [Offer Expires On]. Upon your acceptance of this employment offer, [Company Name] will provide you with the necessary paperwork and instructions.

G-701, Serene County, Near Lokmat Press, Lagad Mala, Sinhgad Road,
Pune - 411041

Phone – 020 24616238, Email – Info@sharadainfotech.in
www.sharadainfotech.in



SHARADA INFOTECH

Sincerely,

Mrs Mugdha Shinde

Sharada InfoTech

Signatures:



Company Representative (Sign)

Date 08 MAY 2017

Applicant (Sign)

Date 08 MAY 2017

Don't forget to follow HARMAN on Social media **#harmanconnectsme**

20-Jan-2022

Mr. Deepmala Deoram Wakade

Sub: Offer of Employment

Dear Deepmala Deoram Wakade,

Thank you for investing your time to pursue an opportunity with **Harman Connected Services Corporation India Pvt. Ltd**, Pune.

We are delighted in offering you an employment opportunity as **Senior Engineer - Product Development** with **Harman Connected Services Corporation India Pvt. Ltd**, Pune.

Further, "**Company**" for all purposes in this document shall mean **Harman Connected Services Corporation India Pvt. Ltd**, Pune and or its Affiliates, where the context may so require.

Following are the terms and conditions associated with your employment:

- You will receive a fixed compensation package of **1,000,000/-** per annum. The breakup of the compensation and benefits applicable to you is as per annexure 2.
- You will also receive a one time Joining bonus of **Rs50,000/-** along with salary payable for your first month. If you leave the services of the Company within one year of joining the Company, this amount will be recovered from you.
- You will be entitled to personal accident insurance coverage under the Company's group insurance plan. You and your family will be entitled to a comprehensive health insurance plan.
- Your initial place of posting will be in **Harman Connected Services - Pune**.
- You will report to the **Business Unit / Function Head** or his/her nominee.
- Your individual compensation is strictly between yourself and the Company. It has been determined based on numerous factors such as job role, skills – specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- Your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction. By virtue of accepting this offer letter, you are hereby confirming that you do not have any non- compete obligations or other restrictive clauses of any nature whatsoever with any previous employer/s.)
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal information (like address, contact phone number, additional qualifications, marital status, change of nomination, passport details etc.) within 3 working days.
- Company has different Business Units and you may be transferred within or across Business Units based on the requirement of Company. Please note you may also be transferred to any location and may be required to work in different shift timing as per the business requirements.

Don't forget to follow HARMAN on Social media [#harmanconnectsme](#)

- Your designation may be changed depending on the work assigned to you at the discretion of the Company
- You will be entitled for an aggregate of 27 days of leave in accordance with the Company's policy as applicable from time to time.
- During the course of your employment, to enable you to discharge your duties efficiently, Company may invest in you by providing you specialized and/or certified job-related training. If you choose to separate from the Company after undergoing the training (for a minimum period as may be communicated prior to such training), Company has the right to recover any and all expenses expended on your training including and not limited to associated expenses thereof.
- You may be required to travel on Company work and you will be reimbursed expenses as per the then prevalent Company policy on travel and expenses.
- You will not undertake business of similar nature with any other Company during the period of your employment with this Company.
- The notice period applicable for separating from the Company's services is 90 days. You will find more details on the separation procedure/ process on the HR Policy section of the Intranet.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- If you are absent for a continuous period of 5 working days without obtaining your manager's approval, Company may construe this as an act of abandonment and will proceed to follow the process as defined under the policy concerned.
- You will retire in the normal course from the services of the Company at the end of the month in which you attain the age of superannuation, which is 60 years.
- You shall not at any time, disclose to anyone any information, know-how, knowledge, secrets, methods, plans, drawings, designs, etc. of the Company. Also, you shall not take any technical documents or information or copies thereof belonging to the Company outside the office unless specifically entrusted to you in writing.
- If, during the course of your employment with the Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the items to this Company prior to you separating from the services of the Company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the provisions of law.
- You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of this Company.
- During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.
- You will abide by the Employee Service Conditions enumerated in Annexure 1. Any and all of the terms and conditions of service may be modified or changed at any time by the Company at its discretion.
- The benefits as outlined in Annexure 2, 3 & 4 are subject to change at the Company's discretion.

We are excited to have you join us and welcome you to the Harman family.



Kindly confirm your acceptance of the above offer at our candidate portal

<https://candidateportal.harman.com/>

The email body containing this offer letter also contains the User-id & password to do so. Please upload the required documents stated below to the candidate portal.

Please also submit a duplicate copy of this letter duly signed at the time of joining. On the day of joining, you are requested to be present at 8:30 a.m. for your on-boarding formalities at Ground, 1st and 2nd floor, Hinjewadi IT Park, Plot No.41, Rajiv Gandhi Infotech Park, MDC Phase I, Hinjewadi, Pune-411057, India.

You are required to submit to us the following at the time of your joining:

- Photocopies of your 10th and highest educational qualifications (including all marks sheet)
- 3 passport size photographs with dark grey background (Sample enclosed).
- Relieving letter from previous employer, if applicable
- Recent Salary statement, if applicable
- Documents indicating employee number of last two employers, if applicable
- Photocopy of Passport (indicating Passport number, validity, address and age)
- Proof of age and address if different from those mentioned in Passport or not having Passport
- Photocopy of PAN card, (Any other Identity card if PAN not allotted)
- Income Tax computation sheet and Form 12B of previous employer/s in the current financial year if applicable)
- Company Personal Data form

We are excited to have you join us quickly and welcome you to the Harman family.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter within 1 week of the date of offer release.

For Harman Connected Services Corporation India Pvt. Ltd.

Subhajit Ghosh

Senior Manager, Talent Acquisition

Enclosed Annexures:

- 1. Employee Service Conditions**
- 2. Compensation break-up detail**
- 3. A note on your Total Rewards**

I have read, understood and accepted the above. I understand that the terms and conditions are pre-conditions to my being offered employment with the Company. I am under no obligation or duress to accept these terms and conditions of employment. I accept them of my own free choice and will.

Signature: _____

Name: _____

Date: _____

Expected date of joining: _____

CONNECTED CAR | LIFESTYLE AUDIO | PROFESSIONAL SOLUTIONS | CONNECTED SERVICES

Harman Connected Services Corporation India Pvt. Ltd. Formerly Symphony Teleca Corporation India Pvt. Ltd.

CIN: U72200KA2002PTC030427. Web site: www.harman.com

Annexure 2: Compensation Break-Up Detail

Name :	Deepmala Deoram Wakade
Designation:	Senior Engineer - Product Development
Grade :	10B

Gross Salary	1,000,000
Base Salary	1,000,000

Components	Annual (in Rs.)	Monthly (in Rs.)
Basic	400,000	33,333
House Rent Allowance	160,000	13,333
Flexible Benefit Package*	372,760	31,063
Fixed Salary – (A)	932,760	77,730
PF - Employer's contribution	48,000	4,000
Gratuity	19,240	1,603
Statutory Benefits – (B)	67,240	5,603
Base Compensation	1,000,000	83,333
Gross Salary – (A+B)	1,000,000	

Pre-tax Take Home

Monthly Fixed Salary	77,730
Professional Tax	200
Provident fund - Employee's contribution	4,000
Monthly Take home - Pretax	73,530

Note:

- Taxes are applicable as per statutory rules.
- Flexible Benefit Package is payable towards salary components explained in the Total Rewards annexure as per the Company policy. The value of such benefits shall not exceed the amount mentioned above under FBP.
- Details of the other benefits are mentioned in the Annexure 3 "Note on Total Rewards".
- Professional tax of Rs.300 will be deducted in the month of February.

For Harman Connected Services Corporation India Pvt. Ltd

Subhajit Ghosh
Senior Manager, Talent Acquisition

OFFER LETTER

CONFIDENTIAL

10/26/2018

Deepmala Deoram Wakade

Dear **Deepmala Deoram**,

Congratulations!

With reference to our discussion in respect of your interest in our organization & subsequent interview (s) with us, we are pleased to offer you employment in the position of **Trainee** at **Grade T (T)** working in our organization.

You are requested to join us on or before **11/12/2018**.

The general terms & condition governing your employment, compensation and other benefits that you would be entitled to are stated in the enclosure to this letter.

We look forward to have you with our team by the date mentioned above. We are sure that you'll have a bright career with our company.

Please let us know in case of any further questions.

For **YASH Technologies Pvt Ltd**



Payal Jain
Authorized Signatory
Human Resources

P.S: Date format to be read as MM/DD/YYYY, print only, if required

Disclaimer: This is a computer generated document and requires no hand-drawn signature on behalf of the Originator, i.e. YASH TECHNOLOGIES PVT LTD. While acceptance, on this computer generated Offer Letter/Appointment letter, the Employee understands and accepts the same to be valid electronic communication and a legal understanding of reciprocal obligations between the parties which is legally enforceable within the meaning of the all applicable Acts, rules and regulations including Information Technology Act 2000, as amended till date, or under any other applicable law governing electronic transactions, for the time being in force.

Following are the terms and conditions that refer to our offer of employment to you for the position of **Trainee**.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1) Base Location: Your base location shall be **Pune - Hinjewadi III-DC (404)** . However, during your employment with the Company, you may be posted /transferred to any of the offices/ projects/divisions /departments/units/clients of the Company at any other location in India or abroad on the terms and conditions as applicable for you.

2) Salary & Taxes: You will be entitled for a CTC of **Rs. 240000/- (Rupees Two Lakh Forty Thousand only)** on an annual basis, less all required deductions viz., tax on salary, provident fund contribution, ESIC, professional tax and any other amounts as required by law to be deducted or as per the policies of the YASH Technologies Pvt. Ltd. Please refer annexure I for detailed outline of your CTC structure wherein you may find the eligibility for different heads for you as specified. You would be required to fill the CTC structure at the time of joining.

Payments will be made directly to your bank account pursuant to our direct payroll deposit plan. However, the structure of your compensation plan may be altered/ changed from time to time in line with the company's policies, practices and change in the tax laws and rules.

Your compensation package is unique to you and you are expected to maintain the confidentiality of the same at all times during your employment and thereafter. Any discussion or disclosure of your compensation with anybody other than your Business Head or HR will be considered as breach of agreement by you.

3) Training/Probation/Confirmation: You'll be under training cum probation for a period of six months from date of your joining. Thereafter, based on your performance, management reserves the right to extend the training cum probation period or confirm the appointment with the company. Unless services are confirmed in writing, you will continue to be on training cum probation.

4) Increments and promotions: Your increments and future prospects in the Company shall entirely depend on your efficiency, hard work, regular attendance, punctuality, sincerity, good conduct, Company's performance and such other relevant factors as adjudged by the management.

Employee's performance is reviewed periodically depending upon various factors including industry trend, company's performance, market situation and other related factors. Any action arising out of this review is solely at the discretion of the Management.

5) Agreement: You may be required to sign necessary agreements including but not limited to confidentiality, non compete, service agreement, if applicable etc. with the Company or with clients of the company when you work for them and as and when required and complete various formalities as per the agreements signed at the time of joining and during the tenure with the company in order to secure the interests of the Company or its clients and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

6) Medical Fitness: Your employment is subject to you being declared medically fit by the certified medical practitioner. The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.

7) Termination/Separation: Your employment with the Company can be ceased either by the Company or by you as per below:

a) Notice Period:

- **During the training/probation period** your employment can be terminated by the company without any notice and without any obligation to assign a reason. If you wish to terminate this employment you may have to give 45 days written notice.
- **Upon confirmation of services** employment services can be terminated by giving 90 days written notice by either side. If company is terminating the employment then it'll pay salary in lieu of notice period for the aforesaid period wherein salary will not include any incentive or variable pay amounts, if any.

If you wish to terminate this employment by resignation/notice then company on its sole discretion may decide to waive the required notice period from you without any obligation to pay salary in lieu of full/ remaining notice period or permit you for payment of salary with applicable taxes in lieu of full/remaining notice period or permit you for leave balance adjustment against notice period with applicable taxes and accordingly relieve you prior to completion of the stipulated notice period of 45/90 days as applicable. Also an employee is not eligible for any leaves to his/her credit during the notice period & if an employee is allowed to go on leave during this period, then the notice period will be extended by those days.

In case you leave the company without giving notice or completing the notice period, the company shall have the right to recover salary with applicable taxes in lieu of notice period from the amount due to you or otherwise and treat you as absconding and take necessary legal action accordingly.

b) Your services are liable to be terminated forthwith without any notice or salary or any compensation in lieu thereof if you breach any of the terms and conditions of your employment or the confidentiality & non-compete agreement, service agreement or any other agreement as signed by you during the course of employment.

On termination of your employment for any reasons, you or your legal heirs, as the case may be shall comply with the Company's termination procedures, sign all related documents and return all Company's properties. The company reserves the right to keep your settlement / separation on hold and treat you as absconding in case you do not pay for the said notice payment.

8) International Assignment & Visa: For business requirement, an employee may be expected to travel to an international location at Client Site/Location for project delivery, training or knowledge transfer based on Client's or Company's requirement. In this case the company will incur considerable cost and expenses in orientation, training, Visa and necessary arrangements for an employee. On completion of travel, employee is expected to return to the base location in home country and serve the Company for a minimum period of Six Months (commitment Period) from the date of return to home country or as agreed in International assignment agreement. An employee on an international travel, cannot initiate separation process during the travel duration. The Employee needs to come back to home country after completing the assignment and then initiate separation as per Employee Separation Policy, for company to consider the same as valid resignation and separation.

In the event when employee does not wish voluntarily to complete the period of six months or as agreed in International assignment agreement after returning from international travel, employee has to (unless otherwise approved by Company in writing) pay to company liquidated damages as per the terms of International Assignment & Visa Policy.

Employee during the course of employment shall abide by all terms & condition as specified in **International Assignment & Visa Policy**.

9) Working Hours: You will be governed by the normal working hours as applicable to your role in the company. You

may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. This is subjected to change from time to time as per management discretion.

10) Benefits: You shall be eligible for Group Medical Insurance, Personal Accidental Coverage grade wise, provident fund scheme & other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. At YASH; you and your family (spouse & 2 dependent children, if any) will be benefited under **Group Medical Insurance** benefit plan which provides safety net for **Rs. 3 Lakh floater cover**. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

11) Notice Period Buy-Out: If Company specifically requests you to join its services forthwith, the following Stipulations are applicable for Reimbursement of Notice Period Pay:

- The claim should be submitted after completion of one month of service with the company from the date of your joining.
- Mode of payment towards the balance/full amount for the final settlement if any; needs to be made either by DD or by Cheque.
- Leave encashment adjusted against notice period in final settlement will be paid for earned/privileged leaves only.
- The amount payable will be recoverable along with the Full & Final Settlement in case you leave the services of the company before completion of twelve months from the date of your joining.

Following Documents will be required in original for claiming the Notice period buy-out:

- Written communication/written approval from YASH HR.
- Details of Full & Final settlement on your previous company's letterhead / official document in ORIGINAL duly attested by the previous employer.
- In case of balance/full amount payment for final settlement; Photostat copy of DD & receipt of the same from the previous employer **or** photostat copy of cheque & bank statement reflecting the cheque clearance.

12) Employment Verification: It is understood that this employment is being offered to you on the basis of the particulars submitted by you with the Company at the time of recruitment & selection process. The company reserves the right to do employment verification, background verification and such other standard checks to verify the credentials as submitted by you. However, if at any time it should emerge that the particulars furnished by you are false/incorrect or if any material or relevant information has been suppressed or concealed this appointment will be considered ineffective and irregular and would be liable to be terminated by the management forthwith without notice. This will be without prejudice to the right of the management to take disciplinary and legal action against you for the same.

13) Retirement: As per the policy of the company you will be compulsorily retired from service on attaining the age of 60 years & will be eligible for retirement benefits as per policy of the company.

14) Employment Law and Norms: This appointment letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and management will be subject to exclusive jurisdiction of courts of Indore whether they be civil courts, labor courts, industrial tribunals or any other courts or authority of whatsoever nature.

15) Rules and Regulations:

- Your appointment will be governed by the policies, rules, regulations and procedures of YASH Technologies as applicable to you and the changes therein from time to time and you will be expected to abide by the same. During deputation/transfer to any clients place/ or any of the group companies of YASH or client you shall abide by the policy and the terms and conditions as applicable thereof.

- Maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interest, credit and prestige of the company. Any violation of these norms of behavior shall constitute misconduct for which the company shall be entitled to take disciplinary action against you, as per the Disciplinary Rules and applicable laws in this regard.
- The management from time to time will assign your duties to you. In view of your position and office, you must effectively, diligently and to the best of ability perform all responsibilities and ensure results.
- You shall not enter into any commitment or dealings on behalf of the Company for which you have no express authority nor shall you alter or be a party to any alteration to any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
- While in the service of the company, you shall be governed by the terms of service conditions, code of ethics/conduct, service manual and administrative orders of the Company which are existing, and/or to be introduced and enforced from time to time. Timely compliance of all applicable statutes, rules, regulations, procedures of Central/State Governments, Semi-Government, autonomous/ appropriate authorities/ bodies & institutions that may be required by your position at any given point of time solely lies with you.
- You shall be responsible for the safe keeping and return, in good condition and order, of all the properties of the Company, which may be in your custody, care or charge. For the loss of any property of the Company in your possession, the Company shall have the right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.
- You shall throughout the period of employment with us, give and devote whole of your time and attention exclusively to your duties to the company and you shall not, without prior consent of the company, engage yourself, directly or indirectly, in any trade, business, occupation, employment or service.

16) Non-Compete Agreement: Except on behalf of YASH; you can't work / render services to the clients of the company or clients of company's clients as an individual/employee/contractor/ through any other company/through an entity where you have substantial interest for commercial consideration or otherwise during your employment with YASH & for a period of 12 months from the date of leaving the services of the company.

17) Confidentiality & Data Protection: Company has performed and shall perform IT Services including but not limited to design, engineering, estimating, modeling, drafting and/or related services ("Work") for its End Clients from time to time. Company will consider assigning you to engage in portions of the Work and/or, under the Agreements with its End Clients or otherwise. You will be granted access to or have the opportunity to obtain Confidential Information and Personal Identifiable Information of the Company and its End Clients, which the Company & its End Clients wishes to keep it strictly Confidential & Secure.

The said Confidential Information or Personal Identifiable Information will be available to you solely by reason of your fiduciary relationship with the Company under Employment contract, you shall treat such Confidential Information and Personal Identifiable Information Confidential, restricted & secure and shall not use, copy or disclose to others during or subsequent to the performance of the Work (except as may be necessary in the performance of the Work assigned to you).

Employee undertakes and agrees to:

- Hold and keep in strictest confidence any and all Confidential Information and Personal Identifiable Information disclosed to him. Employee agrees not to use the Confidential Information in any way, or to manufacture or test any product embodying Confidential Information, except as agreed by the parties in writing specifically.
- To use its best efforts to prevent and protect the Confidential Information, or any part thereof, from disclosure to any person.
- Take all steps reasonably necessary to protect the secrecy of the Confidential Information and Personal Identifiable Information, and to prevent the Confidential Information and Personal Identifiable Information from falling into the public domain or into the possession of unauthorized persons.
- Promptly return to the Company any or all Confidential Information and Personal Identifiable Information disclosed to it by the Company or destroy such Confidential Information upon the request of the Company at

any time or before Employee left the company either on account of termination or on resignation.

- Nothing herein shall be construed as granting to the employee any proprietary rights or any license in respect of the Company or its End Clients Proprietary Information.

All global rules and regulations, laws, procedures related to Confidentiality and Data Protection shall apply to employee as it is as the same is applicable to the Company in pursuant to Service Agreement entered with its End Clients. This obligation of Confidentiality and Data Protection shall survive forever even after termination or your resignation with the Company.

In the event, where you will obligated to disclose any Confidential Information or Personal Identifiable Information as a result of a court order or pursuant to governmental action, then you shall immediately inform the Company within reasonable time so that the Company or such Individual will get an opportunity to raise the objections to such disclosures of Confidential Information or Personal Identifiable Information to the relevant authority.

Employee acknowledges and confirms that a breach of its obligations hereunder cannot be compensated adequately by an award of damages or other pecuniary remedy and the Company shall also be entitled to the remedies of injunction, specific performance or other equitable relief in the event of any such breach.

Definitions of Confidential and Personal Identifiable Information (“PII”)

“Confidential Information” shall means

- All foreign, federal, state and common law trademarks, service marks, domain names, internet path names and addresses of whatsoever nature, trade dress, copy rights, patents (including applications, continuations, reissues and extensions), logos, mask works, software, proprietary data, business documents, Database information, operating procedure, strategies, information lists and formats, software models, business development ideas, marketing techniques and materials, marketing plans, works of authorship, works of visual art, product or service literature, inventions as set forth below, and all other intangible assets of whatsoever nature, including goodwill and moral rights, and all applications for registration and/or issuance with respect to the foregoing (whether or not registerable or patentable), held by, owned, licensed, or otherwise possessed by the YASH/End Clients ANYWHERE,
- All the YASH / End Client’s trade secrets.

“Personal Identifiable Information” (PII) shall means

- Any information relating to an identified or identifiable natural or legal person; an identifiable person is one who can be identified, directly or indirectly, in particular by reference to an identification number or to one or more factors specific to his physical, physiological, mental, economic, cultural or social identity of the person related to YASH /End Client.

18) Ownership of Inventions: “Inventions” are all developments, discoveries, creations, improvements, copyrightable material, original Content, works of authorship, works of visual art, and the like, whether or not patentable, copyrightable, original, novel, obvious, or otherwise susceptible to protection.

In case of any invention or discovery related to project or otherwise under employment on which you are directly or indirectly assigned to or involved in, including improvements and modifications, whether or not patentable, applications for Letters Patent covering said invention or discovery and Letters Patent issuing thereon, which invention or discovery may be made and/or conceived by you, either solely or jointly, during the period or periods of your assignment to or involvement in the Work and during a period of one year thereafter, shall be the exclusive property of the Company, shall be promptly disclosed to the Company and its clients, and shall be assigned to the Company without any compensation.

Employee shall do all acts and execute all documents reasonably required to convey to the Company, the entire right,

title and interest in and to any such invention or discovery, patent applications based thereon and Letters Patent issuing thereon, and to enable Company, at its own expense, to apply for, prosecute and obtain Letters Patent in the India, United States and foreign countries, and to protect and enforce said patents in proceedings and litigation in connection therewith.

In the course of performing services for Company, Employee use, or permit or allow Company to use, in whole or in part, any invention created by him prior to commencing the said employment with the Company (or during the term of Employment), Employee hereby acknowledge and agree that such use, permission, or allowance shall be a full, express grant to the Company of an exclusive, royalty free, irrevocable, perpetual, worldwide license to such invention for whatever business purpose the Company so desires.

19) Submission of Documents: The documents which you need to carry at the time of joining & reporting details are detailed in annexure II. Please note that all documents mentioned in annexure II are mandatory & you'll not be allowed to join without them.

20) Acceptance: We request you to go through offer documents which includes this offer letter, Annexure I, II & III and acknowledge the same by sending an e-mail to us stating that you accept the terms & conditions mentioned in the same & confirm your joining date within **five days from the date of issuance of this letter or before date of joining, which ever is earlier**, failing which this offer will stand automatically withdrawn; unless the date is extended or communicated to you by our Talent Acquisition team.

If Employee breaches any clause of this offer letter then Employee shall be responsible to indemnify Company for all losses, damages or cost etc. and Company shall also initiate legal action against such employees. The Obligation stated in clause 15,16 & 17 of this letter will survive even after termination, or cancellation of this offer letter or resignation of employee.

ACKNOWLEDGEMENT & ACCEPTANCE

I, **Deepmala Deoram Wakade** have read and understood the above terms and conditions and hereby accept the same.

Signature: _____ Date: _____



Vivo V9
Dual Rear Camera



Jan 31, 2018

TO WHOMSOEVER IT MAY CONCERN

This is to confirm that Mrs. Monica Bhosale was in the full time employment with "EXY Zero 9 Pvt. Ltd." from Jan 1, 2017 to Jan 31, 2018

She has been relieved from her duties as Android Developer with effect from Jan 31, 2018 after working hours.

During her tenure with our company, she has worked sincerely and took keen interest in her tasks. She will prove to be an asset to any organisation wherever she joins.

Sincerely,
For EXY Zero 9 Pvt. Ltd.

V R Bhogam

Vinayak Bhogam
Director



EXY ZERO 9 Pvt. Ltd

162B-E Vasant siddhi Apartment, Rajarampuri 6th lane Shahu Mill Road, Kolhapur- 41
Call: +91 93711 00007 Email: vinayak_bhogam@yahoo.com



Jeep



Date:01-01-2018

To,

Mr. Sayali D. Yadav

Subject: Offer Letter

Dear Sayali Yadav,

With reference to your application and subsequent interview with us, we are delighted to offer you the position of **ADMIN** in our Aaron wheels LLP, Kolhapur.

Your compensation is as discussed will be Rs. 15000/- per month as discussed and accepted by you at the time of interview.

We expect you to join us on 10th January 2018. You are expected to meet undersigned on the day of joining.

We are confident your skills and experience will be a valuable asset to our company. For any further queries and inquiries feel free to contact.

Congratulations and welcome to Aaron Jeep.

Kindly revert with confirmation on email today itself.

Thanking You,

Yours faithfully,

Aaron Wheels LLp, Kolhapur



Note – You are suggested to carry following

1. Reliving letter of previous company.
2. All education related certificates.
3. Aadhar card, Pan Card.

AARON WHEELS LLP

• 1243/85, Shivaji Udyamnagar, Kolhapur - 416 008.

Ph. : (0231) 2660785 Fax. No. : (0231) 2655685.

Visit us : www.aaronfiat.com

Date: 30 Apr 2021

Ref No: AL2082

To,

Sohail Mujwar

Flat No. 104, Khatija Manzil Sainath Society, Somnath Nagar,

Vadgaon Sheri Pune

Maharashtra 411014

Sub: Your Appointment of Employment as QA Engineer

Dear **Sohail Mujwar**,

With Reference to your Application and subsequent interviews you had with us, we are very pleased to confirm your appointment of employment with **Maxxton India Technologies Private Limited**. We Value your abilities and believe that you will find our work environment to be challenging as well as fulfilling.

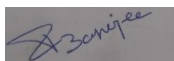
Your date of joining is **13 Aug 2018** and your Job Title will be **QA Engineer**, which would be used for communication within and outside Maxxton and feature in our records, Applications, Database and Visiting/Business Cards.

Your initial Total Fixed Compensation would be **4,36,000.00** /- per annum, which will be paid pursuant to Maxxton payroll policies and will be subject to applicable deductions (if any). A detailed break-up of your salary is provided in the Compensation Break-up section of HRIS and your employment with us will be governed by terms and condition referred in **Annexure - A, Annexure - B and Annexure - C**.

Please sign and return enclosed duplicate of this letter as your acceptance and for our records.

Yours Sincerely,

For MAXXTON INDIA TECHNOLOGIES PRIVATE LIMITED,

A handwritten signature in blue ink, appearing to read "S. Zanjee", is placed over a grey rectangular background.

Reema Banerjee

Manager- Human Resources

Annexure - A (Compensation Detail)

Name: Sohail Mujwar

Designation: QA Engineer

Band:

Your annual gross salary will **4,36,000.00 /- only per annum** and will be payable in equal installments monthly and will be subject to all applicable statutory withholdings. Your Salary will be made up of the following components:

*** You would be eligible for tax exemption under the different components as per the rules determined by the Income Tax Authorities.**

Maxxton India Technologies Pvt. Ltd. Holds the rights to change, add or remove the components keeping the salary amount same. Your salary will be reviewed regularly. Your salary will not necessarily increase as a result of the review.

All remuneration to employees for the previous month will be paid, by the first day of the month of each month. Your Health insurance will be done by the company.

Annexure - B (Terms & Conditions of Employment)

1. Notice Period

1.1) You will be under six months' probation from date of your joining, **13 Aug 2018**. Post probation completion i.e. post **01 Apr 2021** you will have notice period will be 3 months from the date of resignation. In probation you will have to serve notice period of 2 months from the date of resignation.

1.2) Subject always to the statutory minimum notice requirements, following the end of your probationary period, this engagement can be terminated by the employee giving to the employer not less than three months written notice and vice versa. In case in probation if your performance not found satisfactory you will be put on Performance Improvement Plan (P.I.P) in which your performance will be observed. If your Performance not improved when you put on P.I. P your services will be terminated on any day of P.I.P duration when observed your performance not satisfactory. If Terminated when on P.I.P you will not be eligible for Notice period pay neither leaves encashment will be applicable.

1.3) Depending on the management's approval, in case you want to exit without serving the full notice period of 3 months which is applicable post confirmation and 2 months which is applicable in Probation, considering the task and you have at hand, you will have serve 2 months' Notice post confirmation and can reimburse 1 month 'salary or have to reimburse to Maxxton an amount equivalent to months' of your salary post confirmation of duration you can't serve Notice Period and in Probation if you can't serve 2 months have to serve at least 1 month Notice period and reimburse 1 month's salary to Maxxton. In case you have served part of your notice period, you will have to reimburse salary equivalent to the remaining part. **Request to note that although serving of 2 months' notice period and reimbursement of 1-month salary to Maxxton for confirmed employees of Maxxton who resign and incase not willing to serve the entire 3 months' notice period is applicable but depends on approval from HR and Reporting Manager of Maxxton which will be based on Replacement, KT transfer and work requirement. Same is applicable for employees on notice period in probation.**

1.4) The Employer reserves the right to pay or not to accept salary in lieu of given notice offered by the employee.

1.5) The Employer reserve is the right to terminate your employment without notice or salary payment in lieu of notice in appropriate circumstances. Appropriate circumstances include, but are not limited to, situations of gross misconduct, gross incompetence and/or gross negligence, employee put on Performance Improvement Plan (P.I.P).

1.6) Upon you reaching the Employer's normal retirement age of 65 years your employment, if not previously terminated, you shall automatically be terminated without compensation, damages or notice by Maxxton.

2. Place of Work

Your normal place of work will be **Maxxton India Technologies Private Limited. Cluster E, Wing 2, Ground Floor, office 601 EON Free Zone, Kharadi, Pune 411014**, Maharashtra, India.

3. Work Timings

3.1) Normal working duration is 5 days per week to be worked at such times as the Employer reasonably requires and may require to work in shifts.

3.2) Employees may be required to work at Non Standard hours as per the business need; your work timing would be intimated by your Manager. You shall **NOT** be entitled to receive any additional remuneration for work outside your normal hours.

3.3) The Employer reserves the right, if it reasonably requires, to increase, reduce and/or otherwise vary or alter your hours or times of work.

4. General Obligations during Employment

4.1) During your normal working hours and other times as it may reasonably be required of you, you shall devote your entire working time, attention, skill and abilities to performing your duties and shall act in the best interests of Maxxton. You shall not undertake any work or employment, other than for Maxxton, during your hours of work.

4.2) Outside your normal hours of work, you shall not be entitled to be employed by, work for and/or be engaged by other parties and/or carry out any other sporting, physically recreational and/or associated activities of a paid or unpaid nature, unless you obtain prior written consent from Maxxton. Such consent shall not be unreasonably withheld, delayed or withdrawn.

4.3) Save in the proper performance of your duties and subject always to sub-clause 4.5, you shall not, at any time, use, copy, disclose, communicate and/or publish or enable or cause any person to become aware of and/or use, copy, disclose, communicate and/or publish any confidential information which you receive or obtain during the course of or as a result of your employment with the Employer. To do so will lead to an immediate fine of RS.1,50,000 and will also give Maxxton the right of compensation until 5 years after the date of damage suffered as result of this act.

4.4) Except in your line of duty and subject always to sub-clause 4.5, you shall not, either during your employment or after termination, make any statement or give any interviews to the media in relation to Maxxton or any of its employees, members or workers without the prior written consent of Maxxton.

4.5) The obligations contained in sub-clauses 4.3 and 4.4 shall not apply to:
a) Any information which you are ordered to disclose by a court or tribunal
of competent jurisdiction or otherwise required or permitted to disclose by law; and
b) Available to the public generally.

4.6) You agree that you shall, whenever requested by Maxxton and in the event of termination of your employment, promptly return to Maxxton all property belonging to it in your possession, custody or control. You acknowledge and agree that, on termination of your employment, you shall not be entitled to retain and shall not retain any property.

4.7) **“Intellectual Property”** : All Intellectual property rights, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or outside working hours, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information and copyright work shall be the exclusive property of Maxxton and you agree to sign all such Intellectual property created during your employment to it.

4.8) You will not be allowed to carry on the same or similar activity as undertaken by Maxxton India Technologies Private Limited in any capacity elsewhere without prior consent and consent of Director of the Company. Doing so will result in an immediate fine of 1,50,000 and will also give Maxxton the right of compensation for 5 years after this date.

4.9) You are required to inform the Employer if you are offered or receive any gifts or hospitality in connection with your work. Maxxton reserves the right to ask you to refuse such gifts or hospitality.

4.10) The provisions of sub-clauses 4.3 – 4.7 above shall continue to apply following the termination of your employment, howsoever arising, without limitation in point of time.

5. Indemnification

You agree to indemnify the Company for any losses or damages sustained by the Company caused by or relating to your breach of any of the provisions contained in this agreement of employment.

6. Expenses

You are entitled to be reimbursed for all reasonable expenses incurred in the performance of your duties.

7. Holidays and Holiday Pay

Types of Leave

Planned Leave (PL)

- The leave which is applied and then approved by your lead / manager will be treated as Planned Leave.
- You can take 16 PL in a year (Jan-Dec).
- If you want to take more than 8 PL in first six months, you can borrow PL from other six months for that year. You can do it once in a year.
- You can apply for 9 or less PL anytime in the year (approval depends on work load, release dates etc.).
- You can apply for 10 PL once in a calendar year with a gap of 6 months. For example, if you apply for 10 PL in the month of March, then you can apply for another 10 PL in the month of January next year. If you apply for 10 PL in the month of November, then you can apply for another 10 PL in the month of April next year.

Un-planned Leave (UL)

- Leaves taken, for sudden without prior notification will be considered as Un-planned Leave.
- You can take 5 UL in a year (Jan-Dec).
- You can use it for any reason including medical.
- On serious / urgent occasions like long illness, you can take more than 5 UL which will be deducted from PL. We expect that you do this for genuine reasons.

Leave without Pay (LWP)

If you take more than total 21 permissible leaves (16 PL + 5 UPL), extra leaves will be treated as LWP and it will be reflected in that month's salary.

For more details kindly refer to the Leave Policy.

Note: No leave encashment will be done for the remaining leave balance from date of resignation.

8. Absence due to Sickness

Sickness Absence Reporting: You are required to report a sickness immediately, during normal working days and before 9 am.

You can take up to maximum 5 sick leaves in the year and will not be reimbursable at the end of the year if not used.

Medical Examination: The Employer reserves the right at any time to require you to undergo a medical examination by your doctor and/or any other doctor nominated by Maxxton including a consultant or other specialist.

9. Benefits

Provident Fund Scheme: The organisation may register in the provident fund scheme after fulfilling the necessary criteria for it. You will have a choice to opt for it. The contribution amount (12% of your basic salary) will be deducted from your salary.

10. Others

The Employer reserves the right to carry out monitoring of employees in the following ways:

- Random personal searches of employees personal belongings, including without limitation the contents of lockers, bags, briefcases and vehicles.
- Random drugs and alcohol screening.
- Monitoring and recording of telephone calls.
- Monitoring of email and internet use.

Maxxton holds the right to audit all computers in the office. You are not allowed to download any movies/ songs/ games/ software on to your system without any prior approval from the management. If found on the system a maximum of three warnings will be issued, after which Maxxton holds the right to terminate your employment or fine you.

11. Statement of Facts

11.1) It must be specifically understood that this offer is made based on your proficiency on technical/professional skills/qualifications you have declared to possess as per your application, and on the ability to handle any assignment / job independently. In case, at a later date, any of your statements/particular furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by Maxxton, the company shall have the right to terminate your services at its own discretion without any notice or compensation.

11.2) This offer is purely based on the information/documents provided by you and by accepting the offer, you specifically authorize the company to verify your educational background, previous employment, your conduct and background checks prior to your joining the company or thereafter. You will extend your co-operation (if asked for) during such verification without any protest or objection. However, if there is a discrepancy in the documents/certificates submitted by you, Maxxton reserves the right to terminate your employment without any notice or compensation.

12. General

12.1) Prior Agreement

This document takes precedence over all previous acceptances, agreement and arrangements whether written or oral or implied between Maxxton and yourself relating to your employment, all previous agreements whether written or verbal shall be deemed to be terminated by mutual consent from the date of commencement of your employment under this agreement.

12.2) **Interpretation and Definitions**

The headings to all clauses are for convenience of reference only and shall not affect the meanings or construction of any clause contained in this agreement.

References to singular shall include the plural and vice versa, and, references to the masculine gender shall include the feminine gender as well.

13. Jurisdiction

This Agreement shall be governed by and interpreted in accordance with Indian law, and each of the parties submits to the exclusive jurisdiction of the Indian Courts and Tribunals with regards any claim or disputes arising under this agreement.

Annexure - C (Non-Disclosure Agreement)

Confidentiality: You agree at all times during the term of your employment and thereafter (without limit of time)

The terms of this agreement of employment and of any ongoing salary and compensation payment made to you from time to time should not be discussed with any employee of the Maxxton except your immediate manager and the Finance department.

During the course of your employment with the Company, you will acquire information in oral, written and/or electronic form, whether recorded or otherwise, that is of a confidential or proprietary nature (the "Confidential Information"). Confidential Information includes (without limitation) all non-public information that is either developed by or for the benefit of the Company or Maxxton, and which pertains to the business, clients, customer, counterparties, shareholder, employees, policies, procedures, financial condition, earnings, prospects or trade secrets of the Company or Maxxton. Confidential Information shall also include, without limitation, any work product developed by you, either singularly or jointly with any other person(s) that is based on, or incorporates, Confidential Information.

You are required to maintain the confidentiality of Confidential Information and by signing this agreement of employment as provided below you acknowledge and confirm that you will not, at any time during or after the termination of your employment with the Company, except as required by the law, for any reason disclose any Confidential Information to any person other than (a) those who are employees of the Company or Maxxton and need to know or whose business it is to know the same, (b) third parties if such disclosure is necessary in connection with the legitimate business of the Company or Maxxton, or (c) with prior written approval of the Company. Furthermore, you will not, during or after the termination of your employment with the Company, attempt to use Confidential Information for personal gain or the gain of a third party.

Prior to the termination of your employment with the Company, you must return to the Company (in the absence of prior written approve of the Company to do otherwise) any documents, proposals, correspondence, analyses, writings, papers, memoranda, records, notes, reports, recordings, computer programs, computer schedule, computer tapes, computer disk, client list, research and analytical databases, publications and studies on local and regional economics and financial markets, valuation metrics, financial models, portfolio strategies and any technical market analysis or any other materials based on or containing information that is of a confidential or proprietary nature to the Company or Maxxton; and all other documents, correspondence, manuals, security passes, keys and any other items whatsoever which may be in your possession, custody or under your control and which belong to the Company or Maxxton.

Any breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated without notice.

Annexure - D (Declaration)

Name in Full :

Address :

Phone :

E-mail ID :

Employee Signature :

Signed for and on behalf of Maxxton India Technologies Private Limited.

By, Reema Banerjee, Manager- Human Resources

Signature:

Date : 13 Aug 2018.

Note : **This document gives indicative details of all plans. Their implementation is governed by policies of the company and applicable legal agencies, and may change from time to time without prior notice and will be applicable. Latest details and specifics of each plan are available with the Human Resources Functions.**

Ms. Sukanya Gaikwad
Pune.

Date: 02nd May, 2017

Dear Sukanya,

Assignment Letter

1. EMPLOYMENT

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

The duration of your contract shall be from '**02nd May 2017 to 01st Nov 2017**' the terms and conditions of your employment with the Company are as follows:-

2. DUTIES

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

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

3. COMPENSATION AND BENEFITS

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

Components	Per Month	Per Annum
Basic	10,150.00	1,21,800.00
HRA	5,075.00	60,900.00
Conveyance	1,000.00	12,000.00
CCA	6,819.00	81,828.00
Medical Reimbursement	500.00	6000.00
Telephone Reimbursement	270.00	3,240.00
Special Allowance	1,218.00	14,616.00
Bonus	750.00	9,000.00
Gross salary	25,782.00	3,09,384.00
PF employer	1,218.00	14,616.00
Gross CTC	27,000.00	3,24,000.00

3.2. You will be covered under Group Medical and Personal Accident Insurance policy Your salary compensation mentioned above is subjected to the deduction towards the premium amount for the same. Premium value is negotiated each year with the Insurance Company and it will reflect as the deduction that the Company will pay to the Insurance Company.

3.3. You will be entitled to all other statutory benefits wherever applicable during the contract period.

3.4. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against client organization.

3.5 **Leave and Public Holidays**

a) You would be eligible for the leave of 1.5 days per month for every calendar (January to December) year

b) Candidate who joins after 15th of a month will not be eligible for any leave for that particular month.

c) Leave accrued over a year will be carried forward in the next leave cycle. Please note that in a leave cycle, only 18 leaves will be allowed and approved to be carried forward in the next leave cycle year. Any leaves exceeding 18 leaves will lapse. There will be no leave encashment applicable for any employee.

d) Public/festival holidays would be as per the policy of our client for whom you are rendering your services. Also, you would be entitled to the holidays as per the policy of our client, except floater.

4. **TERMINATION**

4.1. Either Party can terminate this contract, while it is effective, by giving One (1) month's advance written notice to the other Party.

4.2. Nityo will promptly settle all your dues after making applicable deductions. Termination of this contract shall not affect the obligations of the parties that have been incurred prior to termination. Further obligations relating to confidentiality and intellectual property shall continue after termination of this contract.

4.3. Upon expiry or termination of the contract, your employment with Nityo shall stand terminated forthwith.

4.4. The Company may by immediate written notice forthwith terminate this Agreement and without compensation if you:

4.4.1. commit any act of gross misconduct or repeat or continue (after written warning) any other [material] [serious] breach of your obligations under this Agreement; or

4.4.2. are guilty of any conduct which in the reasonable opinion of the Customer brings you or the Company into disrepute; or

4.4.3. disobey or neglect or refuse orders or directions given or wilfully neglect or refuse to perform any duty given by the Customer; or

4.4.4. are convicted of any criminal offence; or

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

5. CONFIDENTIALITY

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

- 5.1.1. "documents, materials and information (whether oral, written, visual, electronic or otherwise and whether or not marked "CONFIDENTIAL") relating to the business or affairs of the Company, its management, subsidiaries, and affiliated or associated companies, including but shall not be limited to the Company's price lists, the Company's clientele contact lists, propriety information on accounts, trade secrets, know-how, trade connections, apparatus, process, formula, product, invention, system, and all other information of a private and confidential nature".
- 5.1.2. During the course of your employment, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and methods of dealings with its customers and employees, and you also will develop relationships of special trust and confidence with the Company's customers and employees.

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

- 5.2.1. You agree that such Confidential Information is for the Customer's exclusive benefit;
- 5.2.2. You shall not at any time now or hereafter, directly or indirectly use or disclose any Confidential Information, in part or in whole to any other person, except with specific approval, in writing, from the Customer; and
- 5.2.3. Your compensation and other benefits are confidential and are not to be divulged to any person who is not authorized by the Company in this regard.
- 5.2.4. Upon the conclusion or termination of your employment, you will promptly return to the Company or Customer, all Confidential Information in whatever form (including all copies thereof and documents, reports, summaries and notes derived there from) provided in the course of your employment. You shall also delete, remove or destroy all copies of the Confidential Information from any unauthorized databases or document retrieval system into which they have been placed and certify to the Company that the same has been done.
- 5.2.5.

6. USE OF INTELLECTUAL PROPERTIES

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

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

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

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

8. **GOVERNING LAWS**

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

9. **ENTIRE AGREEMENT:**

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

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

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

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

Agreed to and accepted with the express intent to be legally bound	For Nityo Infotech Services Pvt Ltd
_____ Signature Name: _____ Passport No. _____ Date: _____	_____ Signature Name: Ketki Datar Designation: Sr.HR. Executive Date: _____

12 Apr. 2021

To,

Mr. Ankush Ashok
Security

Offer of Employment

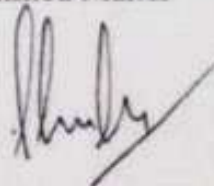
We are pleased to confirm our offer of employment with us for the post of **Security**
Your salary and terms will be as follows:

Monthly basic Salary	: AED 1200 (One Thousand Two Hundred Dhs Only) per month
Accommodation Allowance	: provided by company
Transportation Allowance	: AED 750 (Seven Hundred Fifty Dhs Only) - per month
Food Allowance	: AED 200 (Two Hundred Dhs Only) - per month
Nature Of Work Allowance	: AED 250 (Two Hundred Fifty Dhs Only) - per month
Other Allowance	: AED 600 (Six Hundred Dhs Only) - per month
Total Salary	: AED 3000 (Three Thousand Dhs Only) per month
Duty Hours	: 08 Hrs per day / 06 days a week.
Probation Period	: 06 months from date of commencement of work.
Leave	: As per UAE Labour Law.
Duration of Contract	: This employment contract will be 02 years.
Termination of Appointment	: As per UAE Labour Law
General Terms	: As per UAE Labour Law.

Please sign and return a copy of this letter in confirmation of your understanding and acceptance of the foregoing terms and conditions of your contract.

Finance & Administration. Manager

Ahmed Maher



Candidate Name: **Mr. Ankush Ashok**
Signature:

*I Confirm That I have read and understand the terms of the offer. I agree to these terms and accept these in full.
* I confirm that I have read and understood the internal regulations of the company from page (1) to page (53)
I agree and undertake to act accordingly





Sound Castings Pvt. Ltd.

Regd. office & Unit-1 : E-2, MIDC, Shirol, Kolhapur-22 (India), tel: +91230 2468232

CIN : U27310MH1987PTC045065
info@soundcastings.com, www.soundcastings.com

Ref: SCPL/ 2021-22/

Date: 20.07.2022

Sub: Proof as a Employee

Dear Sir,

Name: Shri. **KULKARNI AMIT HEMANT**

Address : A/P Dhavali Tal- Walava Dist -Sangali,

Employee ID : 102044

Designation : EHS Officer

Date of Joining : 23/11/2021

Date of Retirement : 21/04/2052

Herewith is attached his photo with company seal for your reference.

Thanking you,

For Sound Castings P.Ltd. Unit 2



P. S.B. Haridas
S.B. Haridas
Sr. General Manager-HRD

Unit-2 :C-10, Kagal-Hatkanangale Five Star MIDC, Kagal, Dist. Kolhapur- 416 236 tel: +0231 6680452.

Unit-3 :151/1, KATP Industrial Estate Tardal, Tal. Hatkanangale, Dist. Kolhapur-416121, cell: +91 88066646680

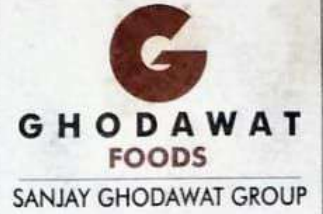
Unit-4 :C-21, Kagal-Hatkanangale Five Star MIDC, Kagal, Dist. Kolhapur- 416 236

Precision. Performance. Partnerships.

Date: 02th May, 2019

Ref. GFIPL/HRD/OFFER/2019/MAY

Enhancing
Lives
Globally



To,

Mr. Vardhaman Rajendra Awati

OFFER LETTER

Dear Mr. Vardhaman,

With reference to your application and subsequent discussions, we are pleased to offer you the employment in our company as in E.T.P. Chemist Ghodawat Foods International Pvt. Ltd. Chipri - Jaggery Division Manufacturing Department. Based on the mutually accepted terms & conditions discussed in our meeting you will be offered. You will be based out in Chipri HQ. Your KRA shall be informed to you by your reporting Manager upon your joining. You are requested to notify date of Joining at the time of Acceptance to this offer.

This is the official Offer Letter, Request you to kindly send revert mail confirmation towards receipt of this mail and give us token of acceptance against this Offer Letter. If possible kindly take a print of this offer letter sign it and send it back to the address mentioned in signature below. In the event not receiving the revert acceptance from your end within a weeks' time the same stands cancelled.

Please submit the following at the time of joining.

- 1 Bio-Data (CV).
- 2 Education Certificates.
- 3 Previous Org Details- Experience Letter, Reliving Letter, Appointment Letter, Salary Revision Letter, Offer Letters, Present Company 3 Month salary slip etc.
- 4 Bank Account Details- Account No & IFSC Code Doc: Photocopy of Passbook.
- 5 ID Proof: Driving License, Aadhar Card, Passport-(If Available).
- 6 Address Proof: Election Voting Card, Ration Card.
- 7 PAN Card No.
- 8 Passport Size Photos- Qty 4.
- 9 UAN- Number - If You Have.

A detailed letter of appointment will be issued to you on your joining.

In the event of your not joining by then, this offer shall automatically stand withdrawn and cancelled. Please sign a duplicate copy of the letter and send it back to the address mentioned above.

Your CTC structure is as below:

HR MANAGER

GM

DIRECTOR

MD

GHODAWAT FOODS INTERNATIONAL PVT. LTD.
(JAGGERY DIVISION)

Corporate Off.: Plot No.: 437, P.B. No.: 118, Jaysingpur - 416101, Dist.: Kolhapur, Maharashtra, India.
T: +91 2322-255751 / 52 F: +91 2322-255666 / 255682, E: starsugar@ghodawat.com W: www.ghodawat.com



KONARK FIXTURES LTD.

333, Adhyaru Industrial Estate, Sunmill Compound, Lower Parel, Mumbai - 400 013. INDIA.
Phone: 91 22 6147 5300 Fax: 91 22 2493 4171
Email: info@konarkgroup.com Website: www.konarkgroup.com
CIN No. U31200MH1984PLC34175



ISO 9001-2000
CERTIFIED COMPANY

ISO 14001
CERTIFIED COMPANY

Date: December 07th, 2017

Mr. Kartik Kuntinath Baragale,
Ap Abdullat,
Tal: Shirol,
Kolhapur.

SUB: CONTRACT OF EMPLOYMENT

This is in reference to your application and the subsequent interview in connection with your contract of employment, we have the pleasure to appoint you in the post of Chemist for a fix period of six months commencing from August 26th, 2017 on the following terms and condition.

1. Your contract of employment is for a fix period of six months from the date joining and shall automatically come to an end after the expiry on six months.
2. You shall be paid an amount of Rs. 12000/- as wages during the period of contract as shown below. In addition, you will be paid overtime as per company's rules.

Particular	Per Month	Per Annum
CTC	12000.00	144000.00
Basic	7800.00	93600.00
DA	5600.00	67200.00
HRA	670.00	8040.00
Gross	14070.00	168840.00
PF	1608.00	19296.00
PT	200.00	2400.00
ESIC	246.00	2952.00
Total Deduction	2054.00	24648.00
Net In Hand	12016.00	144192.00

SIBER Trust's
D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR
Roll Call 2016-17 : MSW – II Group – A

Co-ordinator : Dr. B.N. Patil

Subject _____ Name of the Faculty _____ Sem: _____

Roll No.	Name of the student	DATE						Tot Pesent	Tot Absent
1	Belavekar Sandeep Chandrakant								
2	Dabhole Aniket Baburao								
3	Dhanawade Hemantkumar S.								
✓ 4	Dhanawade Swapnil Sharad								
5	Dhere Manoj Sarjerao								
6	Doule Sarang Ramesh								
7	Farakata Ashok Krishna								
8	Gaikwad Karishma Umesh*								
9	Ghongadi Pramodkumar A.								
10	Hiremath Prahul Shivanand								
11	Jadhav Santosh Vishnu								
✓ 12	Kadam Akshay Anil								
13	Kagali Parashuram Nema								
14	Kamble Amul Appaso								
15	Kamble Chandrakant Sadashiv								
16	Kamble Pallavi Prabhakar*								
17	Kamble Puja Sharad*								
✓ 18	Kamble Sanjay Ashok								
19	Kamble Swapnil Ravsaheb								
20	Karval Sachin Vasant								
21	Kasar Sagar Dhananjay								
22	Katigar Maruti Piru								
23	Khandekar Ajinkya Ganpatrao								
24	Kotabagi Ramesh Shrimant								
25	Madake Pooja Kailash*								
26	Magadum Rahul Ramchandra								
27	Mane Pravin Babanrao								
28	Mane Sachin Ashok								
✓ 29	More Maya Baburao*	M							
30	Mulla Khalil Moula								

Roll No.	Name of the student	DATE						Tot Pesent	Tot Absent
✓ 31	Mulla Mukhtiyar Aslam								
32	Mullani Imran Samsher								
✓ 33	Naik Nikhil Yashwant								
34	Nikam Rajanandini Daulatrao*								
35	Pakali Dadapir Lalsab								
36	Pandav Raju Arvind								
37	Patil Sanjay Annaso								
38	Patil Nilam Nandkumar*								
39	Patil Sonal Tanaji*								
40	Pawar Sambhaji Shivaji								
41	Pidakar Sagar Babappa								
✓ 42	Salavi Vijay Vishnu								
43	Shetye Kunal Prakash								
44	Shinde Jotiram Raju								
45	Shinde Sneha Sahebrao*								
46	Shinde Sukanya Subhash*								
47	Shirke Mahesh Vilas								
48	Vharambale Shaktiraj S.								
49	Wabale Ajit Ananda								
50	Wankar Mohasin Aslam								
51	Yadav Aditya Jagannath								
52	Yadav Ajit Mohan								
53	Ladakhan Mahammadaliyas Rajesab								

Sign of faculty

SIBER Trust's
D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR
Roll Call 2016-17 : MSW – II Group – B

Co-ordinator : Dr. D.M. Bhosale

Subject _____ Name of the Faculty _____ Sem: _____

Roll No.	Name of the student	DATE						Tot Pesent	Tot Absent
1	Avaghade Sachin Devdan								
2	Awale Himani Raoso*								
3	Awale Pravin Balaso								
4	Bagadi Suresh Kundlik								
5	Chavan Pooja Dilip*								
6	Chougule Siddhant Ramakant								
7	Desai Prajakta Jayasing*								
8	Dodmani Mantu Basappa								
9	Gadade Devappa Dattu								
10	Gaikwad Anil Rajaram								
11	Gat Pravin Balaso								
12	Ghule Atul Arjun								
13	Jadhav Snehal Suresh*								
14	Jakate Karuna Ashok*								
15	Jarnadar Faruk Abdul								
16	Kamble Amol Rajendra								
17	Kamble Mahadev Sambhaji								
18	Kamble Prajakta Kailas*								
19	Kamble Pranali Prakash								
20	Kamble Rahul Satappa								
21	Kamble Satish Eknath								
22	Kamble Shivaji Dyneshwar								
23	Kamble Tanaji Magan								
24	Kamble Vijay Anant								
25	Kamble Yuvraj Ashok								
26	Khote Bajirao Babu								
27	Khude Priyanka Manik*								
28	Khule Vinayak Bharat								
29	Koli Avinash Bhimrao								

Roll No.	Name of the student	DATE						Tot Pesent	Tot Absent
30	Lohar Supriya Anil*								
✓ 31	Mali Nikhil Nandkumar								
32	Malvankar Harshali Rajaram*								
✓ 33	Maralkar Reshma Dagadu*								
34	Maskar Shubhangi Nivrutti*								
35	More Amruta Pramod*								
36	More Mahendra Marlidhar								
37	Mulla Amina Babasab*								
✓ 38	Munankar Harshada Shridhar*								
39	Nandanikar Vaibhav Balasaheb								
40	Parit Shital Balu								
✓ 41	Parkhi Akshay Mukund								
42	Patil Akshay Amrut								
✓ 43	Patil Nimesh Sanjay								
44	Patil Snehal Balkrishna*								
45	Patil Vaishali Balavant								
46	Patole Omkar Ashok								
✓ 47	Pawar Pramod Nagnath								
✓ 48	Potdar Nilesh Gajanan								
49	Rupanur Vidya Ravindra*								
50	Salgaonkar Yogita Bhagwan*								
✓ 51	Samudre Snehal Gautmam*								
✓ 52	Shaikh Mubarak Razzak								
53	Shaikh Sabiya Anwar*								
54	Solase Mahadev Laxman								
55	Vhaler-Karade Shailaja Vasant								
56	Wadgave Snehal Chandrakant*								
57	Kamble Satyajeet Sundar								
58	Gaikwad Swapnil Aannaso								
59	More Supriya Krishnaji								
60	Patil Vishal Popatrao								
61	Kamble Sandeep Shamuwel								

Sign of faculty

SIBER Trust's
D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR
Roll Call 2016-17 : MSW – II Group – E

Co-ordinator : Dr. K.N. Ranbhare

Subject _____ Name of the Faculty _____ Sem: _____

Roll No.	Name of the student	DATE						Tot Pesent	Tot Absent
1	Kamble Swati Bhimrao								
2	Mane Tanmay Dhananjay								
3	Naikwade Tasleembanu Iqbal								
4	Natekar Mansi Nilesh								
5	Shipugade Kalyani Krishnat								
6	Veturlekar Prathmesh Vilas								
7	Wadd Satish Shankar								

2016-17
①

RELIABLE AUTOTECH PVT LTD

RELIABLE



WORKS :

- F - 79 / 80, MIDC Ambad, Nashik - 422 010, INDIA.
 - H - 101 / 102, MIDC Ambad, Nashik - 422 010, INDIA.
 - E - 65 / E - 65 - 1, MIDC Ambad, Nashik - 422 010, INDIA.
 - Plot No 64/A, Salpur, MIDC Area, Nashik-422007, INDIA.
 - C - 2, MIDC, Chakan, Pune - 410 501, INDIA.
 - Gat No - 4464/1, Village Nighoje, Chakan, Talawade Road, Tal : Khed, Dist : Pune - 410501, INDIA.
 - Survey No. 6/1, Nagar Palika Pithampur, Dist Dhar, MP.
- Tel : +91 - 253 - 6689944 / 6689945
Email : sales@reliableautotech.com
WebSite: www.reliableautotech.com
CIN No. U74994MH1999PTC101050

Date: - 30 January 2022

To,
Mr. Nikhil Yashwant Naik,
Flat no. 03, Building No. 32, "Premankur", Nigadi, Pune. Pin - 411044.

Subject: - Offer of Appointment as "Senior Officer - IR & Admin".

Dear Mr. Nikhil,

Further to your application and the subsequent interviews you had with us we are pleased to offer you a position of "Senior Officer - IR & Admin" (Grade - "2") in our Division 3 based at Chakan.

You are required to report for orientation on **10 February 2022** at our Division 3 based at Chakan (Address: C-2, MIDC-Chakan, Pune 410501), failing which this offer shall stand automatically withdrawn.

You are requested to contact Ms. Aarti Aher (7219611619), for the further Procedure.

We look forward to your joining "RELIABLE" family.

Thanking you,

For RELIABLE AUTOTECH PVT LTD

Rakesh Jangle
Senior General Manager
Human Resources

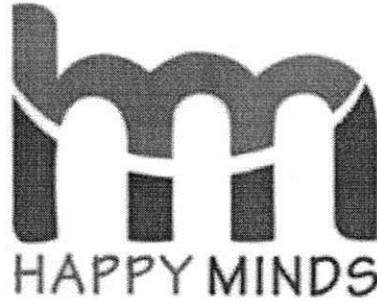
Please bring photocopies of the following documents along with the originals at the time of joining:

1. Relieving Letter/Experience Certificate from Present Employer
2. Acceptance Copy of Resignation
3. Salary Certificate
4. Previous Employer Earnings with Form 16 And TDS Details with PAN No.
5. Address Proof (Light Bill)
6. Identity Proof - Pan Card and Aadhar Card (Both Compulsory)
7. Birth Proof - Birth Certificate/ Leaving Certificate
8. PF - Universal Account Number (UAN)
9. 2 Passport Size Photographs
10. All Educational Testimonials
11. SBI Bank Passbook (If Available)
12. Leaving Certificate.

Note: Your confirmation to the offer will be subject to your satisfactory passing of the Medical Examination & Background Verification.

URCD

2016-17



②

Date: 17th December 2018.

Name: Mr. Atul. Ghule

Subject: Appointment letter & Contract for Professional Services

Dear,


With reference to your application) we are pleased to accept your professional services as Trainer (Soft skills & Life skills) for our various Projects in Maharashtra (Kolhapur, Raigad, Sindhudurg, Satara, Sangli, Karad, Ratnagiri & other Districts) for period of 1 year & 6 months starting from December 2018. The Terms of Offer in Annexure 'A' and Job/ Assignment Profile in Annexure 'B' as a "TRAINER" in our Organization.

You are requested to sign a copy of this letter and return the same to us as confirmation of your acceptance.

Thank you,

Yours Faithfully,

For Happy Minds,

For HAPPY MINDS

Proprietor

(Sanjana Munj)

Clinical Psychologist

Encl: a/a



MATRUMANDIR
Reg. No. RE-68
DEVUKH
Founder :- Smt. Indirabai Halbe

3

No. MMGBD/189/2020-21.

Date : 29.08.2020.

OFFER LETTER

Miss Snehal Gautam Samruddhi, At & Post : Shahapur, Tal: Rahata, Dist : Kolhapur, Piny 416 213 is hereby offered a job opportunity to the post of **Superintendent/Incharge** in our institute's Gokul Children Home Devrukh, Tal: Sangameshwar, Dist: Ratnagiri with effect from 1st September 2020.

I wish to inform you that:-

- Your appointment is on Probation Period of ONE year. After satisfactory completion of Probation you will be considered for further appointment.
- You will be paid consolidated salary of RS. 13000/- per month.
- Your post is a Residential post.

You have to:

- Supervise the overall functioning of the Home.
- Interact with parents with Office bearing, fees, etc. and donors, etc.
- Follow GWC procedures and maintain records.
- Attend parent-teacher meetings and maintain regular communication with the schools.
- Coordinate and supervise accounting department and maintain records.
- Supervise the roles of staff, etc.
- Maintain decorum and discipline with the children, staff, officials and public at large.
- Submit the original and the certified copies of relevant testimonials, School Leaving Certificate, Experience certificate, etc.

It is mandatory on your part to give one month's prior notice before leaving the job, else deposit one month's salary in lieu of notice.

Your Job Details will be provided with the appointment letter.

You are requested to inform the office your acceptance of the said offer immediately.

With best wishes.

Almaram Mestry

Pallavi Korgaonkar
President

Abhilit Hogshetye
Executive President

Sunil Kolvankar
Vice-Executive President

Anil Aneras
Treasurer

Almaram Mestry

Suhas Bane
Secretary (Number)

Vice - President : Jagadiah Nalawade, Vilas Kolabe, Ashok Jadhav
Executive Committee Members : Santosh Shetye, Ramesh Kudgaonkar, Sanjay Bhandarkar
Trustee : Suchita Korgaonkar, George Patel, Husain Dalwal, Baban D'Souza

Office : At & Post : Devrukh, Taluka : Sangameshwar, Dist : Ratnagiri - 415 804 (India) Phone :- 02354-281056, 260026, 260326
email ID : matrumandir_5d@rediffmail.com, Matrumandir123@gmail.com

29 29 20 98 /

MR. RED

2016-17

YES BANK

(4)

STRICTLY PRIVATE & CONFIDENTIAL

27 May, 2019

Pravin Balaso Gat
Hupari, Gat Ingrole Mala Male Bhag,
Hatkanangale,
Kolhapur,
Kolhapur - Maharashtra,
416203

Dear Mr. Pravin Balaso Gat,

We would like to thank you for meeting us to discuss a career opportunity with YES BANK LTD (YBL).

Based on our discussions, we are pleased to appoint you as **Senior Officer and Branch Service Partner : Branch Banking RIBB** in YES BANK at Yalgud. You will be expected to carry out duties appropriate to this appointment.

Although your normal work will consist of the duties assigned to you from time to time, you may be called upon to discharge any other duties which in the opinion of the Bank are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation

Your Gross Annual Total Cost-to-Company will be ₹ 300000.00 (Rupees Three Lakh Only), (paid on the last day of each month). The Break-up of your compensation is attached as Annexure I & II.

Your salary will be revised annually in accordance with the Bank's policy.

The Bank operates on a performance based Bonus/ Incentive pay plan for employees, the payment and level of which is as per the Bank's policy. Any such payment is contingent upon your performance on the job and in accordance with the scheme established by the Bank.

Your salary is confidential and should be discussed only with your Functional Head and Human Capital Management Department.

Hours of Work

Actual hours may vary and will be subject to change from time to time; depending on the nature of your work and the department you work in. You may be required to work on staggered timings/ shifts, the timings for which may be altered from time to time. You should discuss details on specific working hours with your Functional Head / Leader.

Probation Period

You will be on probation for an initial period of six months from the date of your joining. The probation period can be extended at the discretion of the Bank. Your probation period will be deemed to be extended at the end of the probation period, unless you are informed in writing stating that (i) your probation period has ended; and (ii) you have been confirmed in the services of the Bank. Your confirmation will be subject to satisfactory performance, as per the policy of the Bank. That Bank may at its sole discretion issue such confirmation from retrospective effect.

Leave

You will be governed by YBL's Leave Policy announced from time to time. Please note that your employment is liable to be terminated if you absent yourself from the services of the Bank, without prior written permission or overstay sanctioned leave for a period exceeding seven days, except in cases of medical exigencies (which will need to be supported by a medical certificate).

Notice Period / Separation / Termination

It is understood and agreed that this engagement may be terminated (during probation or upon confirmation), by either party by giving to the other at anytime, notice in writing of 30 days. The termination shall take effect at the end of such notice period.

Termination (during probation or upon confirmation) with immediate effect, may be made by either party by paying to the other an amount equivalent to 30 days of Salary in Lieu of notice. In the event the termination with notice is at the instance of the Employee, the Bank at its sole discretion reserves the right to relieve the Employee on any date during the notice period by waiving the notice period in full or part without paying any amount towards the balance notice period.



Other Terms and Conditions

During your employment, you will be subject to the service rules, regulations and policy of the Bank applicable from time to time.

The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Bank subsequently during the course of your employment.

Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual and other Policies and procedures of the Bank as presently applicable and as may be amended from time to time.

You will not, during the continuance of your employment undertake or carry on either one or in partnership nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, consultant, servant or otherwise in any other business, trade, or profession whatsoever. You will devote your whole time and attention to your duties with the Bank.

Post your acceptance of this offer and employment with YES BANK Ltd., you authorize the Bank to deposit the amounts due to you from the Bank into your Payroll Bank account with YES BANK Ltd. You further authorize the Bank to debit your Payroll Bank account for all amounts due to the Bank in case of the dues not being cleared by you.

You shall not during the course of your employment engage, participate, whether directly or indirectly in any business competitive to the business of the Bank.

You shall not do anything or cause to do anything, which shall bring dishonor and/or disrepute to the Bank or engage in unlawful/immoral activities.

If at any time you are involved in any legal/administrative/quasi- judicial proceeding(s) you shall immediately inform the Bank the details thereof.

You shall not at anytime use your association with the Bank to gain unfair advantage for personal purposes.

You shall follow all directions, instructions, guidelines and policies of the Bank issued from time to time in discharge of your duties.

Reservation of Rights

In the event of your leaving the service of the Bank for any reason, you shall immediately repay all outstanding amounts due from you to the Bank and return all documents and assets belonging to the Bank. Similarly you shall discharge all obligations (as applicable) in terms of vacating Company Leased accommodation, obtaining refund of house deposit (if applicable). In the event of severance of your employment with the Bank without settling amounts due from you to the Bank or fulfilling your obligations, the Bank reserves the right to take appropriate remedial action to protect its interest, including institution of legal proceedings.

The Bank at all times reserves the rights to have a lien over the dues payable to you for recovery of cash advances/loans advanced to you by the Bank and which are outstanding against your name.

Professional Ethics & Confidentiality

You acknowledge that the business of the Bank is highly competitive and that any information concerning the Bank's business (including but not limited to strategies, methods, books, records and documents, technical information concerning its products, equipment, services and processes, customer lists, procurement procedures, pricing techniques and credit and financial data concerning Bank's customers and business affiliates) all comprise confidential business information and trade secrets, vital to the business of the Bank.

You hereby agree that you will not, at any time during or after your employment with the Bank, make any unauthorized disclosure of any confidential business information or trade secrets of the Bank, or make any use thereof, except for the benefit of and on behalf of, the Bank. For the purpose of this paragraph, the term "Bank" shall also include all affiliates of the Bank.

Any disclosure which has not been expressly authorized by the Bank shall be called 'unauthorized disclosure' For the purpose of this paragraph; the term "Bank" shall also include all affiliates of the Bank.

Unauthorized Disclosure and use of confidential information constitutes a serious misconduct & the Bank shall be entitled to take appropriate disciplinary action against you including termination of service. Disclosure and use of Confidential information of the Bank after the termination of your relationship with the Bank shall entitle the Bank to initiate appropriate legal proceedings, including but not limited to seeking an "order of injunction".



Where disclosure of Confidential information is made by you in observance of order of a competent court or may be required to be made under any applicable law you shall inform the Bank either before or immediately thereafter the nature and extent of disclosures made and the circumstances under which those disclosures were required to be made by you.

During the period of your association with the Bank you will safeguard all matters, documents, manuals etc. relating to the Bank's operations and you will not be permitted to undertake any other business, work of public office, honorary or remunerative, except with the written permission of the Bank in each case.

The Insider Trading Policy of YES Bank prohibits its employees from using confidential price sensitive or material non-public information in any transaction, personal or otherwise. The definition of insider dealing, its prohibitions and highlights are detailed in the Insider Trading Policy which is a part of the joining documentation.

While you are in the service of the Bank, you will also adhere to the Bank's Code of Conduct, IT Security Practice & Procedures & other guidelines/policies as prescribed by the Bank and as applicable at present and as may be modified from time to time. You are required to acknowledge that you have read & understood the same and undertake to abide by them at all times.

Intellectual Property

All Works developed by you during the course of your employment with the Bank, shall belong exclusively to the Bank and you hereby assign the ownership of copyrights of such works and those of any other derivative works, to the Bank. You will promptly provide to the Bank a complete written disclosure for each such work identifying the features or concepts you or the Bank believe to be new or different. You grant to the Bank an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these Works. The license scope is to make, have made, use, have used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any compensation for such acts of yours, and that any rewards which the Bank may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you. You shall promptly upon intimation by the Bank, sign and execute such document, papers, declarations including deed of assignment as may be required by the Bank from time to time.

Indemnity

You shall indemnify the Bank against any loss, damage, proceeding which the Bank might suffer due to any wrongful acts, mala fide acts, negligence and /or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Bank to terminate your services on such count or the right of the Bank to seek other remedies which the Bank may have to make good the Loss or damage.

Joining Entitlements

In case you leave the services of the Bank on your own accord within 1 year of joining the Bank, then joining financial commitments like notice period takeover, relocation expense, bonus paid at the time of the joining etc will be recovered in full. For the purpose of reckoning the period of 1 year, the date of resignation or last date of employment with the bank will be considered, whichever is earlier.

Conditions of Employment

Your appointment and your continuation in employment are subject to:

1. The Bank receiving satisfactory references as per the existing YES BANK Ltd. reference check policy.
2. Subject to receiving a Medical Fitness Declaration from you; this has to be submitted online while completing your joining formalities. During the course of your employment the Bank may require you to undergo medical examination if need so arises.
3. The Bank receiving the attested copies of all your age, educational and professional qualifications.
4. The Bank receiving the original relieving letter from your previous employer.
5. The Bank is proceeding on your candidature based on the documents/ declaration/ information furnished by you in the Pre Hire Reference Check Form and during the discussion/ interview which you have declared as being true and correct. The Bank reserves the right to cancel your candidature or withdraw employment offer made to you at any stage during the selection and offer process and/or terminate your employment in the event any information furnished by you is found to be false/misleading or incorrect.

You will be subject to the rules and regulations framed by the Bank from time to time.

Validity

The offer of employment shall be valid till **5 June, 2019 6:30:00 PM IST** and you are required to communicate your acceptance of the same in writing on or before the said date by signing and returning a copy of this offer letter. You should join duties latest by **27 August, 2019**.

In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Bank, in writing. Upon your joining duties this letter of offer shall be deemed to be your appointment letter. **Please sign and return a copy of this communication in acknowledgement of receipt and acceptance.**

We welcome you as a member of our team and wish you a successful career with YES Bank.

Yours sincerely,

Digitally signed by SANGRAM KESHARI PRADHAN
Date: 2019.05.28 17:18:58 +05:30
Reason: YES BANK Ltd. Offer/Appointment Letter Digital Sign

Sangram Pradhan
President - Human Capital Management

Enclosures: Annexure I & II

I acknowledge that I have read and understood each and every term and condition set out in this Appointment letter & the enclosed Annexures and hereby agree, accept and undertake to abide by all the aforesaid terms and conditions.

Accepted by:

Name: Pravin Balaso Gat

Signature: _____

Date: _____

After Confirmation

It is understood and agreed that this engagement may be terminated by either party by giving to the other at anytime, notice in writing of 90 days. The termination shall take effect at the end of such notice period. Termination with immediate effect, may be made by either party by paying to the other an amount equivalent to 90 days of Salary in Lieu of notice. In the event the termination with notice is at the instance of the Employee, the Bank at its sole discretion reserves the right to relieve the Employee on any date during the notice period by waiving the notice period in full or part without paying any amount towards the balance notice period.

Termination Without Notice

At the sole discretion of the Bank your services are liable to be terminated without any notice or salary in lieu thereof in the event of your involvement in any serious misconduct, misdemeanour or any offence which may or may not be directly connected with the business of the Bank.

Leave during notice period

You will not be entitled to avail privilege leave while serving the notice period.

Note - For the purpose of calculating Salary in lieu of notice period, "Salary" means Total cost to Company (TCC) less retiral components (PF and Gratuity).

On leaving the services of the Bank, for whatsoever reason, you will immediately handover all the documents, data or any article / property of the Bank entrusted to you to enable the Bank to settle your dues.

Mobility

In view of the nature of our business, it may become necessary to require you to work in different divisions, associate companies, concerns, sections, subsidiaries, entities, offices or locations of YES Bank. Acceptance of our offer of employment is acceptance of this obligation of flexibility on your part.

Retirement

The age of retirement in the Bank is 60 years. Your date of birth, as confirmed by you has been recorded as **22-07-1993** in the Bank's records.

ANNEXURE - I

Break up of Total Cost to Company (TCC)

Employee Name : Pravin Balaso Gat
Candidate ID: 708342-RIB0000XZ
Business Unit : Branch Banking RIBB
Designation : Senior Officer and Branch Service Partner
Location : Yalgud
Total Cost to Company : ₹ 300000.00
Total Cost to Company : Rupees Three Lakh Only

Details of Salary Structure	Annual (₹ P.A.)
Basic Salary	
1. Basic	90000.00
2. HRA	45000.00
3. Supplementary Allowance	85706.00
4. Conveyance	19200.00
5. Bonus	16800.00
6. Medical Allowance	15000.00
Reimbursements	
7. LTA	7500.00
Retirals	
8. Provident Fund	10800.00
9. Gratuity	4329.00
Benefits	
10. Group Life Insurance	1370.00
11. Group Medclaim	4295.00
Total TCC	300000.00

NB : Group Life Insurance & Critical Illness scheme is compulsory and covers only the employee.

Group Medclaim coverage is compulsory for the employees. Inclusion of direct dependents (i.e. spouse and children) is optional. The premium amount mentioned above is only for single/ unmarried employee with default coverage of Rs. 5 Lakh as per the current Group Medclaim Policy (Please refer the Group Medclaim Policy 2018-19 for details). The premium amount will be Rs.8614/- for married employees. Also the premium would change as per the coverage opted by the employee for self as well as the number of dependents enrolled in the scheme.

The Bonus amount shown above will be considered as Bonus Payable under the Payment of Bonus Act 1965; if applicable.

जिल्हा सामान्य रुग्णालय, सिंधुदुर्ग
राष्ट्रीय असंसर्गजन्यरोग नियंत्रण कार्यक्रम

2016-17
Mashhad
Mulankar

जि.शा.चि. दूरध्वनी क्रं. कार्यालय दूरध्वनी क्रं. असंसर्गजन्यरोग नियंत्रण कक्ष	०२३६२ - २२८९०० ०२३६२ - २२८९०२ ०२३६२ - २२८०९७	जिल्हा सामान्य रुग्णालय सिंधुदुर्ग Email Id - sindhudurg.ncd@gmail.com
कार्यालयीन आदेश	आरोग्य सेवा	जा.क्र./जि.रु.सी./एनसीडी/पुर्ननियुक्ती/०६१- /२१ दिनांक :- ०८/०९/२०२१ ३६६.

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विषय :- राष्ट्रीय असंसर्गजन्यरोग नियंत्रण कार्यक्रमांतर्गत पुर्ननियुक्तीबाबत..

- संदर्भ :- १) मा. सहसंचालक (अतांत्रिक) राष्ट्रीय आरोग्य अभियान मुंबई यांचेकडील पत्र जाकराआसो/मनुष्यबळ/४३३९४-४३६४३/२०२० दि. २१/०९/२०
२) सन २०२१-२२ या आर्थिक मंजुरीकृत आराखडा..
३) कार्यालयीन मंजुर टिपणी दि. /०९/२०२१

पुर्ननियुक्ती आदेश :-

उपरोक्त संदर्भीय कार्यालयीन मंजुर टिपणी नुसार सिंधुदुर्ग जिल्ह्यामध्ये राष्ट्रीय असंसर्गजन्यरोग नियंत्रण कार्यक्रमांतर्गत येणाऱ्या एनपीसीडीसीएस व एनपीएचसीई कार्यक्रमांतर्गत खालील नमुद केलेल्या तक्त्यात कर्मचाऱ्यांना त्यांच्या नावासमोर नमुद पदस्थापनेवर (करार पध्दतीने) ११ महिन्यांच्या कंत्राटी कालावधीकरीता खालील अटी व शर्तीच्या अधिन राहून पुर्ननियुक्ती देण्यात येत आहे.

अ.क्र.	नाव	१ दिवसाचा तांत्रिक वर्ष	पुर्ननियुक्तीचा कालावधी		कार्यक्रमाचे नाव	जातीचा प्रवर्ग	पदनाम	पदस्थापनेचे नाव	विहित मानधन
			पाहून	पर्यंत					
१	सुप्रिया अशोक जाधव	०१-०९-२१	०२-०९-२१	०१-०८-२२	एनपीसीडी सीएस	अनु. जाती	फिजिओ थेरपिस्ट	जिल्हा रुग्णालय सिंधुदुर्ग	२०,०००/-
२	दिपा जगन्नाथ पिरनकर	०१-०९-२१	०२-०९-२१	०१-०८-२२	एनपीएच सीई	इ.मा.व	फिजिओ थेरपिस्ट	जिल्हा रुग्णालय सिंधुदुर्ग	२०,०००/-
	हर्षदा श्रीधर मुननकर	०१-०९-२१	१३-०९-२१	१२-०८-२२	एनपीसीडी सीएस	इ.मा.व	समुपदेसक	जिल्हा रुग्णालय सिंधुदुर्ग	२१,०००/-
	नवाये				सीएस	पृथ्वी मागास		रुग्णालय शिरोडा	
५	सविता सिबाजी वर्दळे	१५-०९-२१	१६-०९-२१	१५-०८-२२	एनपीसीडी सीएस	अ.जा.	समुपदेसक	ग्रामिण रुग्णालय देवगड	२१,०००/-
६	संतोष गोविंद खानविलकर	२०-०९-२१	२१-०९-२१	२०-०८-२२	एनओएच पी	इ.डब्ल्यू. एस.	डेंटल हायजिनिस्ट	जिल्हा रुग्णालय सिंधुदुर्ग	१७,०००/-

पुर्ननियुक्तीच्या अटी व शर्ती :-

- १) सदरील पदाचे मानधन वर नमुद केलेल्या तक्त्याप्रमाणे देय होणारे आहे. या व्यतीरिक्त कोणत्याही प्रकारचे भत्ते देय होणार नाही.
- २) उमेदवाराने नेमणुकीच्या ठिकाणी हजर होणेपूर्वी रुपये १००/- च्या बॉन्ड पेपरवर करारपत्र करून देणेचे आहे.
- ३) सदरील करारपत्र हे ११ महिन्यांकरीता असेल.
- ४) कर्मचाऱ्याची नेमणूक ही करार पध्दतीवर निव्वळ तात्पुरत्या स्वरुपाची राहिल.
- ५) हा प्रकल्प काही कारणाने बंद पडला तर उमेदवाराची झालेली नेमणूक आपोआप संपुष्टात येईल.
- ६) कर्मचाऱ्याची नियुक्ती ही करार पध्दतीने असल्याने त्याला कोणत्याही न्यायालयात जाता येणार नाही.



NABARD FINANCIAL SERVICES LIMITED

[Subsidiary of National Bank for Agriculture and Rural Development]

2016-2017 HR

6

Ref No: NABFINS /2423/ 2018-19

16-February-2019

To:

Mr. Swapnil Sharad Dhanawade
PL No. 29 A, Chavarekar Vasahat,
Sane Guruji Vasahat, Kolhapur -
Maharashtra
Mobile: 9175530326

Offer of Appointment

This has reference to your application and subsequent interview you had with us.

In this connection, we are pleased to offer you an assignment in our Company on a fixed term employment basis for a period of **Two Years** and the terms and conditions of the employment are given below:

1. Title

The title of the post shall be **Customer Service Officer**.

2. Commencement date

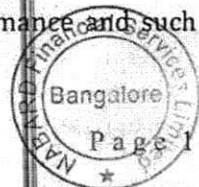
Your employment with the Company shall commence from the date of your joining and you shall be posted at **Kolhapur**. However, you are requested to report for duty at the place of your posting on **18-February-2019**, failing which this offer will be treated as invalid. Please confirm your date of joining within 2 days from the date of the receipt of this communication.

3. Duration of the Employment

- Your fixed term employment shall be for **Two Years**.
- This Employment shall be renewable on satisfactory performance including achievements of targets and/or such other criteria as may be decided by the Management and on the basis of mutual agreement. Unless renewed, the employment shall stand automatically terminated on the expiry of period of employment without any notice or compensation.
- You will be on probation for a period of **12 Months** from the date of joining. On satisfactory completion of probation, your service will be absorbed on fixed term basis for the residual period. If the performance during probation period is found unsatisfactory your service shall be terminated forth with without notice.

4. Remuneration

- You shall be paid remuneration of **₹ 13619/- (Rupees Thirteen Thousand Six Hundred Nineteen Only)** per month plus perks as detailed in **Annexure I** for the first year of the employment. It includes local conveyance within the HQ. All other official travel shall be governed by the NABFINS Staff Rules, as amended from time to time. The HRA component shall be variable depending on place of posting as laid down under office order No 002 dated April 02, 2012 and amendments there to.
- You will not be entitled to any other allowances or benefits in cash or kind, either during or on termination of this Employment other than statutory benefits.
- The remuneration may be revised annually based on the performance and such other criteria as may be decided by the management.





NABARD FINANCIAL SERVICES LIMITED

[Subsidiary of National Bank for Agriculture and Rural Development]

5. Place of Posting

- i. You shall be liable for being posted anywhere in India.
- ii. At present you shall be posted at **Kolhapur**. However you shall also be liable for deputation postings to other districts based on official exigencies.
- iii. You shall look after the business of the Company at the place of posting.
- iv. Specific area of operation shall be assigned to you based on the business/administrative requirements of the Company.
- v. You shall be required to reside at the place of posting and any absence from the place of posting shall be resorted to only with the consent of your reporting officer.

6. Leave

I. **Casual - cum - Sick Leave**

You will be entitled to one day's casual cum sick leave for every completed month of employment which will lapse at the end of the calendar year.

II. **Earned Leave**

- a. You will be entitled @ 15 days for every 6 months of service or on pro-rata basis.
- b. The earned leave shall be credited to your leave account on a half yearly basis.
- c. 75% of the EL can be encashed any time after one year of service.
- d. The EL can be availed any time during the tenure of the employment.
- e. EL can be accumulated up to 90 days during the continuity of employment period.

7. Holidays

You shall be entitled holidays during a calendar year as per the Negotiable Instruments Act for the state in which you are posted.

8. Working Hours

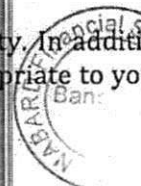
You will observe the timings and weekly holidays applicable to your place of posting. The Company may, at its discretion, change your working hours, shifts and duty timings as necessary for the smooth functioning.

9. Notice Period

- a) You will not terminate your fixed term employment without giving **3 Months'** notice in writing (during the probationary period also) or gross remuneration in lieu of such notice. However, the Company reserves the right to terminate your services, without assigning any reasons whatsoever, for want of satisfactory services.
- b) No notice or notice pay is required to be paid on either side if the employment assignment is terminated by mutual consent.
- c) Unless your fixed term employment is renewed further on mutual consent or terminated earlier by giving you the above mentioned notice or gross remuneration in lieu thereof, your fixed term assignment will come to an end automatically on the expiry of fixed term employment period.

10 Duties

The duties and responsibilities will be given on your joining for duty. In addition to your normal duties, you may be required to undertake other duties appropriate to your position as may be assigned to you by your reporting officer.





NABARD FINANCIAL SERVICES LIMITED

[Subsidiary of National Bank for Agriculture and Rural Development]

11 Performance Review

Your performance will be regularly reviewed during your employment period.

12. Staff Rules, Regulations and Code of Conduct

You shall be governed by the Staff rules stated in the staff manual and Regulations of NABFINS in force as may be formed / modified from time to time without prejudice to any provisions under this employment.

13. Code of Conduct

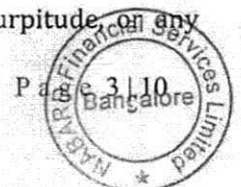
You shall abide by the staff rules and codes of conduct as laid down by the management from time to time.

14. Confidentiality

You shall not discuss or disclose any information of a confidential nature except in the proper course of your employment. You shall not remove any records belonging to the Company at any time without proper advance authorization. You will return to the Company upon request, and in any event, upon termination of your employment, all records and property belonging to the Company which is in your possession and under your control.

15. Others

- i. You are required to produce a copy of the relieving letter from your previous employer, if you were already employed, on joining for duty. Further, please furnish a character certificate from the previous employer or a prominent person of your locality.
- ii. You need to furnish a declaration that you have not been involved in any fraud or activities related to misappropriation of fund in your previous organizations and in case found that the declaration is wrong you will be dismissed/terminated from service, as per Annexure iv. In case of dismissal/termination of service due to the fraudulent activities, you are not eligible to claim encashment of Earned Leave or Incentive from the organization.
- iii. During the fixed term employment with the Company, you will not directly or indirectly, undertake any other business, work or assignment, whether for remuneration or otherwise, except with the written consent of the management.
- iv. The applicability of any statutory benefits shall not be deemed to confer upon you, any status other than the status of fixed term employment assigned.
- v. Your fixed term employment will be deemed void ab-initio and liable for termination without any notice or salary in lieu of notice if any of the information provided by you in the application for fixed term employment is found false or incorrect.
- vi. Your fixed term employment or continuance in fixed term is subject to you being medically fit to efficiently perform the assignment/s given to you. You shall submit a medical certificate as per the attached format in this regard. An authorized medical officer of the Company may conduct a medical examination, if necessary, and he/she will be the sole authority for certifying your medical fitness.
- vii. Any dispute arising under this offer / employment, the courts in the city where Head Office of the Company is situated, Bengaluru at present will have exclusive jurisdiction.
- viii. Notwithstanding anything hereto contained, the services of the employee shall be liable to be terminated without notice in any of the following events:
 - a) If you fail, refuse or neglect to carry out and perform your duties ;
 - b) If you are guilty of misbehaviour, fraud, insubordination, act of moral turpitude, or any misconduct ;





NABARD FINANCIAL SERVICES LIMITED

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- c) If you commit breach of any of the terms of this employment;
- d) for loss of confidence ;
- e) If you are found to gainfully or otherwise employed elsewhere;
- f) The organisation will conduct reference check either by the organisation or through an appointed agency. If any adverse remarks against you are found on reference check at the time of joining and subsequent to your joining for duty.
- g) If you remain absent unauthorizedly for a continuous period of 8 days or more.

In the event of the Company being called upon by any court of law or any other person, institution, organization to furnish to them the Company's opinion on work, character, etc. of the employee, the employee will have no objection to the Company providing the information as per its records and the Company will not be held responsible / liable for any action including legal action.

If the aforementioned terms and conditions of fixed term assignments are acceptable to you, please return the duplicate copy of this offer along with signed declaration on Secrecy and Fidelity attached hereto, as a token of your acceptance (Enl. iii).

KSS Prasad

(KSS Prasad)
Deputy General Manager

Encl:

- i. Employment Acceptance Declaration.
- ii. Medical Declaration.
- iii. Secrecy and Fidelity.
- iv. Declaration
- v. Pay Details.





NABARD FINANCIAL SERVICES LIMITED

[Subsidiary of National Bank for Agriculture and Rural Development]

Encl. i

Employment Acceptance Declaration

I do hereby accept the Fixed Term Employment offered to me vide NABFINS letter No: NABFINS /2423/ 2018-19 dated 16-February-2019. I declare that I have read the terms and conditions of this fixed term assignment and I understand its contents clearly.

I hereby agree and accept the terms and conditions stipulated in the offer letter.

I hereby giving my consent to M/s. NABARD FINANCIAL SERVICES LIMITED to conduct reference check either by the organisation or through an appointed agency.

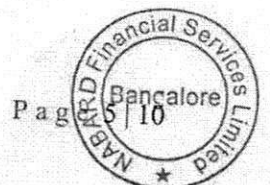
Signature :

Name :

Date :

Place :

NABFINS





NABARD FINANCIAL SERVICES LIMITED

[Subsidiary of National Bank for Agriculture and Rural Development]

Encl. ii

Medical Declaration

I, _____ S/o / D/o / W/o _____ hereby declare that I am medically fit to undertake the duties and responsibilities assigned to me.

Signature :

Name :

Date :

Place :

NABARD FINANCIAL SERVICES LIMITED





NABARD FINANCIAL SERVICES LIMITED

[Subsidiary of National Bank for Agriculture and Rural Development]

Encl. iii

Secrecy and Fidelity

(Under Rule 25 of NABFINS Staff Rules 2012)

I, _____, do hereby declare that I will faithfully, truly and to the best of my skill and ability execute and perform the duties required of me as an officer/ employee of NABARD Financial Services Limited (NABFINS) and which properly relate to any office or position in the said Company held by me. I further declare that I will not communicate or allow to be communicated to any person not legally entitled thereto any information relating to the affairs of NABFINS or to the affairs of any person having any dealings with NABFINS, nor will I allow any such person to inspect or have access to, any books or documents belonging to, or in the possession of NABFINS and relating to the business of NABFINS, or to the business of any person having any dealings with NABFINS.

Signature

Signed before me :

Dated :





NABARD FINANCIAL SERVICES LIMITED

[Subsidiary of National Bank for Agriculture and Rural Development]

Encl. iv

Declaration

I, _____ S/o / D/o / W/o _____ hereby declare that I was not involved in any fraudulent activities or misappropriation of funds in my present or any previous employment. In case my declaration is found wrong, I am liable for dismissal or termination of my service, without any notice period.

Signature :

Name :

Date :

Place :

NABARD



Encl. v



NABARD FINANCIAL SERVICES LIMITED

[Subsidiary of National Bank for Agriculture and Rural Development]

Annexure 1

Name: Mr. Swapnil Sharad Dhanawade
Location: Kolhapur
Pay Scale:- 7000 - 650 - 8950 - 750 - 11200(stag).

PARTICULARS	Amount (in ₹)
Basic Pay	7000
House Rent Allowance	1400
Conveyance Allowance	1200
Education Allowance	5000
Lunch Allowance	700
Telephone Allowance	600
TOTAL	11400
Bonus @ 8.5% on Gross	969
Gross salary after Bonus	12369
Other Reimbursement	
Medical Expenses Reimbursement	1250
Gross Salary	13619
DEDUCTIONS	
Provident Fund@12% of Basic Pay	840
ESIC @ 1.75% of Gross Pay	217
NET SALARY	12562
Variable Pay (Performance Based Incentive)*	2000
Net Salary after variable pay	14562
OTHER BENEFITS	
Company Contribution Towards PF	840
Gratuity	837
Company Contribution Towards ESIC @ 4.75%	588
LTC 1 Basic / 12	583
SUB TOTAL	2348
Gross Salary + Other Benefits Per Month	17967
COST TO COMPANY - PER ANNUM	215604

* Performance based incentive of maximum ₹ 2000/- per month subject to conditions laid down by the Company from time to time.

Above benefits include:

- 1) Employee State Insurance Scheme shall be made available to all eligible staff.
- 2) Medical Insurance for self and family including dependent parents but limited to total 4 persons will be provided for the staff not covered under ESI.
- 3) Accident Insurance for self.
- 4) Gratuity as per Gratuity Act.





NABARD FINANCIAL SERVICES LIMITED

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- 5) 12% of basic pay will be deducted from the salary and remitted to the PF Commissioner and equal contribution from the Company shall be made as applicable from time to time.
- 6) Leave Travel Concession equivalent to one month's basic pay on an annual basis on completion of one year of service.
- 7) Annual increment will be given on satisfactory completion of one year of service.
- 8) 75% of the un-availed earned leave can be en-cashed at the end of each full year of employment.

NABARD FINANCIAL SERVICES



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2016-17

HR

7



Shobhana Somani 31/1/2018

to me, Mangesh



Dear Mr. Sanjay

Congratulations! With all our hearts we welcome you to our family of Eureka Forbes Limited.

We are pleased to inform you that, you have been selected as HR Recruiter (On Retainership Basis) at Kolhapur , a detail agreement with terms will be provided to you on your joining in our organization.

Your Joining date will be 5th February 2018

Please go through detailed payment plan of Recruiter

We look forward to a long lasting and mutually beneficial relationship and are confident your abilities will play a key role to our organization.

Please feel free to call us, for clarification, if any.

Regards

Shobhana Somani

Human Resources | Partnering Business Success





2016-17
V.P.D. Akshay Pariksha
Modi: Jan-17
Annapurna Mahila Co-op. Credit Society Ltd.

(Multistate)

अन्नपूर्णा महिला को-ऑप. क्रेडिट सोसायटी लि.

(मल्टीस्टेट)

Reg. No.: M.S.C.S./C.R./68/97 - Estd. 1986



Head Office: 'Shubham Heights', C Wing, (In Front of Runwal Project), Service Road, Mumbai-Bangalore Bypass, Warje, Pune - 411058
Mumbai Office: Plot No. 18, Sector No. 19 E, Near Kopari Village, Vashi, Navi Mumbai - 400705
Phone No. Pune: 020-8888863458 / 9552555209 / 9552555252, Mumbai: 9552556013
Email: liaisoning_officer@annapurnapariwar.org / njwala@annapurnapariwar.org Website: www.annapurnapariwar.org

कामावर रुजू होण्याचे पत्र

परि,
श्री. अक्षय मुकुंद पारखी

दिनांक 02.04.2016

अन्नपूर्णा महिला को-ऑप. क्रेडिट सोसायटी लिमिटेड. या संस्थेमध्ये आपले स्वागत आहे.

आपली नेमणूक Field Manager (HO) या पदावर पशिक्षणार्थी म्हणून झाली आहे. पुढील एक महिन्याच्या काळात आपल्याला इंडक्शन वेगळ्यात येईल. इंडक्शन म्हणजे अन्नपूर्णा संस्था, त्यातील आपले काम, इथले सर्व नियम, इथे मिळणाऱ्या सर्व सुविधा याविषयांची माहिती मिळेल.

आपले वेतन हे आपल्या पॉस्टनुसार योग्य अन्नपूर्णांमध्ये जी वेतनश्रेणी लागू आहे त्यानुसार आपल्याशी इंटरव्यू मध्ये झालेल्या सर्वप्रमाणे असेल.

आपले वेतन जमा करण्यासाठी अन्नपूर्णातर्फे बँक खाते उघडण्याची सुविधा दिली आहे.

आपण खालील कागदपत्रे इंडक्शनला अॅडमिन मॅनेजर/अॅडमिन असिस्टंट/अॅडमिन एक्झिक्युटीव यांच्याकडे जमा करावीत. त्यानंतर संस्थेतर्फे आपल्याला ऑफिसपत्र देण्यात येईल व आपण IOB बँकेत वेतन खाते उघडू शकाल.

• आपण देण्याची कागदपत्रे (सर्व झेरॉक्स कोपी टू कॉपी करून घ्याव्यात. सर्व कागद पत्र ऑरिजिनल आणावीत. ऑरिजिनल तपासून परत दिले जातील.)

1. बऱ्याचा पुरावा - शाळा सोडल्याचा दाखला.
2. शिक्षणाचा पुरावा - शिक्षणाची सर्टिफिकेट
3. पत्त्याचा पुरावा - रेशनकार्ड/झायव्हिंग लायसेन्स/मतदान कार्ड (१ झेरॉक्स)
4. नाव बदलल्याचा पुरावा - महिलांसाठी गॅरज सर्टिफिकेट/लग्नपत्रिका+फोटो/अॅफीडेव्हिट
5. आधीच्या कामाचा अनुभव पुरावा - अनुभवाचे सर्टिफिकेट
6. पासपोर्ट साइज फोटो ६
7. आधारकार्ड (१ झेरॉक्स) पॅनकार्ड (१ झेरॉक्स)
8. बँकेला के बाय सी साठी लागते - आधारकार्ड (१ झेरॉक्स), पॅनकार्ड (१ झेरॉक्स)
9. क्लड ग्रुप रिपोर्ट

(३)

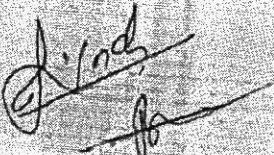
॥ पहिल्या दिवसापासून लक्षात घेण्याचे नियम ॥


- ✓ पुढील ६ महिने आपण पांचवैनवर अगाल . या काळात आपल्याला एकही भरपगारी रजा गिळणार नाही . (रविवार व अन्नपूर्णाच्या मुट्या सोडून)
- ✓ आपण या ६ महिन्यात आपल्याला नेमून दिलेले काम चांगल्या प्रकारे शिकून घेणे अपेक्षित आहे .
- ✓ ६ महिन्यांनी अॅपेंडल घेऊन आपल्याला कन्फर्म केले जाईल . (काम योग्य प्रकारे करत असल्यास) .
- ✓ या ६ महिन्यांच्या काळात आपल्याला काम सोडायचे असल्यास ७ दिवसांची पूर्व सूचना (नॉटीस पिरियड) द्यावा लागेल . तशी पूर्व सूचना न देता नोकरी सोडल्यास पूर्ण झालेल्या दिवसांचे वेतन गिळणार नाही .
- ✓ संधेने जर हया ६ महिन्यांच्या कालावधीत आपल्याला कामावरून फाटायचे ठरवले तर ७ दिवसांची नोटीस किंवा ७ दिवसांचा पगार दिला जाईल .
- ✓ अन्नपूर्णाची ऑफीसची वेळ सकाळी १० . ३० ते रायंकाळी ६ . ३० आहे . या वेळात आपण पूर्णपणे कामावर लक्ष केंद्रीत करणे अपेक्षित आहे . गप्पा फोन इ . गॉर्टीमध्ये वेळ घालू नये .
- ✓ अन्नपूर्णाचे कामाचे ताग ८ ताग रोम आहे . इतर टिकाणी ८ . ३० ताग अगते . त्यागुळे इथे अर्धा ताग लंच टाडग दिलेला नाही . १० ते १५ मिनिटात लंच घेऊन परत कामाला लागणे अपेक्षित आहे .
- ✓ महिन्यातून ३ वेळा १० मिनिटे प्रत्येकी एवढेच लेट मार्क संधेतर्फे गंजूर केले जातात . यापेक्षा जास्त वेळा किंवा जास्त वेळ लेट मार्क झाल्यास पगारातून वजा केले जातात .


तरी कृपया वरील सर्व नियमांचे पालन करावे .

येत्या एक महिन्याच्या आत इंडक्शनच्या माध्यमातून अधिक सविस्तर माहिती आपल्याला दिली जाईल .

अन्नपूर्णामध्ये चोख व प्रामाणिकपणे काम करून आपण स्वतः ची व समाजाची प्रगती साधावी यासाठी आपल्याला शुभेच्छा!


असिस्टंट मॅनेजर


अॅडमिन मॅनेजर


१०-५-१७
कर्मचा-याची सही

HR

08

2016-2017

Scan again

Date: 1ST September, 2020

To,
Mr. Satish Patil
Belawale B.K.,
Tal - Kagal,
Kolhapur.
Maharashtra-416221

Offer Letter of Appointment

Dear Mr. Satish,

This has reference to your application and subsequent interview you had with us at our FIVE STAR MIDC-KAGAL Plant.

We are pleased to offer you the post of "Sr. HR Executive" at our Plant located at FIVE STAR MIDC KAGAL, KOLHAPUR. This offer is valid for acceptance for a week and date of joining should be on or before 1ST September, 2020.

A detailed appointment letter along with your CTC Break up (35k per month) will be issued to you on your joining of the duty.

Please sign and return the duplicate copy of this letter and indicate the exact date of your joining.

We look forward to you joining MERASHA team for a long, satisfying and mutually rewarding association.

Yours sincerely,

For MERASHA SHAPERS PVT. LTD.

MR.RANJEET ROOPCHAND SHAH
(MANAGING DIRECTOR)

2016-17

2016-17

Nimesh
Patil
18



ARYA COLLATERAL WAREHOUSING SERVICES PVT. LTD.

CIN:U51102MH1982PTC028030

Our Ref : HR/2021/2333
Dated : 16th October 2021
Code : AR0932

Contract of Employment

To,
Nimesh Sanjay Patil,
S/O Sanjay Baburao Patil,
Madhali GalliAt/Gudal
Tal-Radha NagariKolhapur,
Maharashtra (416211)

Dear Mr. Nimesh,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Deputy Manager, Consulting** department in our organization w.e.f. on the following terms and conditions:

1. Place of posting and Compensation:

- 1.1. Your initial place of posting will be **Mumbai, Maharashtra.**
- 1.2. You may, however, be transferred to any place in India or abroad at any place of business which the Company has, or may later acquire or to any position, any department or any other group company, subsidiary, or associated company as per the business need at sole discretion of the Management.
- 1.3. In the event of your transfer, you will be governed by the rules & regulations and terms of employment of your new Company/ Unit, in force during the period of your tenure there.
- 1.4. Also, during your employment, you may be deputed at client's site as per the requirement of the work, for a period as requisite.
- 1.5. Your total gross salary will be **INR 3,99,600/- per annum.** A detailed salary break-up is attached herewith as Annexure A.

2. Probation:

- 2.1. You will be on probation for a period of six months from your date of joining. During probation period, if your performance does not meet the desired level, the probation period will be extended, in writing, for an additional period of 3-6 months.
- 2.2. Your services will be confirmed after satisfactory completion of probation period (initial or extended) and the confirmation will be considered only when you are intimated in writing to that effect.

Office : H-82, Sector-63, Ground Floor, Behind Ginger Hotel, Noida-201301 Tel : 0120-4859300 Fax : 0120-4859323
Regd. Office : Godrej Coliseum, Office No. 801, 8th Floor, C-Wing, Behind Everard Nagar, Off. Somaiya Hospital Road, Near Priyadarshni, Sion (East), Mumbai-400 022 E-mail : info@aryacma.co.in Web : www.aryacma.co.in



ARYA COLLATERAL WAREHOUSING SERVICES PVT. LTD.

CIN:U51102MH1982PTC028030

3. Termination:

- 3.1. During the probation period (initial or extended) your services are liable to be terminated by either side by giving a written notice of 30 days or on payment of Gross Salary in lieu thereof, with or without assigning any reason thereof, whatsoever.
- 3.2. On confirmation, your services are liable to be terminated by either side by giving the written notice of two months or on payment of Gross Salary in lieu thereof, with or without assigning any reason thereof. You will be required to attend office throughout the notice period.
- 3.3. In case you remain absent in an unauthorized manner without seeking prior permission or information for more than 3 days due to any reason in that case, it will be presumed that you have abandoned your services voluntarily. Then the organization reserves the right to initiate appropriate disciplinary action as per rules including termination of your services.
- 3.4. The company also reserves the right to take strict disciplinary action including termination of your services with or without any previous notice, in the event of following:
 - a) Being found medically unfit, being declared insolvent, being convicted of any offence involving moral turpitude or misappropriation or financial irregularities of company's funds or resources or property,
 - b) Misconduct on your part, disloyalty, inefficiency/lower performance as compared to other employees, gross negligence of duties, acceptance of pecuniary gratification and any other misconduct.
 - c) Giving false information or concealment of the facts to secure employment with the company including but not limited to age, qualifications, prior experience, last drawn salary & others etc.

4. Age of Superannuation:

- 4.1. You shall retire from the service of the company on attaining age of 58 years, unless your service is specially required by the company, beyond this age. In such case, company may extend the validity of this agreement beyond the retirement for a period as company may deem fit.

5. Return of Material and Confidentiality:

- 5.1. Upon cessation of relation with the company, you shall immediately return to the Company all Company owned equipment or property, including, but not limited to, Identity Cards, Business Cards, Laptops, Hard Drives, Pen Drives, Computers and Books & Manuals by no later than the separation date. You shall also return all keys, passwords, tangible proprietary information, documents, books, records, reports, contracts, customer and contact lists, computer files and data (and any copies thereof), which exist in any medium, which may be prepared or obtained by you in the course of or incident to your employment.

Office : H-82, Sector-63, Ground Floor, Behind Ginger Hotel, Noida-201301 Tel : 0120-4859300 Fax : 0120-4859323
Regd. Office : Godrej Coliseum, Office No. 801, 8th Floor, C-Wing, Behind Everard Nagar, Off. Somaiya Hospital Road, Near Priyadarshni, Sion (East), Mumbai-400 022 E-mail : info@aryacma.co.in Web : www.aryacma.co.in

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5.2. You shall not divulge or disclose our business proprietary and confidential information to any person or entity orally or in writing, either during or after your employment with the company any confidential information that may hamper the interest or business of the Company or any affiliated companies.

6. Other Terms & Conditions of employment

- 6.1. You will be governed by the rules and regulations as defined by the Company from time to time. In the event of any dispute, non-adherence of any clause of this employment agreement/company policy/code of conduct or difference arising regarding construction, interpretation or meaning of any of the terms of this letter the decision of the Company shall be final and binding on you.
- 6.2. This position is for a full-time employment with the Company and you shall exclusively devote yourself to the business of the Company. You shall not take on any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholders or debenture holders) in any other trade or business, during your term of employment with the Company, without prior written permission of the Company.
- 6.3. This Agreement forms the entire employment agreement between you and the company. The present Agreement replaces and supersedes all/any previous agreements, correspondences, understandings, or other communications whether written or oral between you and the company. Any variation of the above terms will not be valid unless expressly made in writing by the Company.
- 6.4. You will not enter into any commitment 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 without express permission of management.
- 6.5. You shall not seek membership of any local or public bodies without first obtaining specific written permission from the Management, which shall not be unreasonably withheld.
- 6.6. You will keep us informed of any change in your residential address or civil status.
- 6.7. This appointment letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatever nature between you and Management will be subject to exclusive jurisdiction of courts in Gautam Budh Nagar, Noida, U.P. whether they be civil courts, industrial tribunals or any other courts or authority of whatsoever nature.
- 6.8. This appointment letter shall automatically stand accepted in case we do not receive your acknowledgement and acceptance within 10 days from issue of this letter or receipt of your first salary whichever is earlier.

6.9. Your joining is subject to verification of your onboarding documents and satisfactory reference checks from your previous organization/s that would take place in future. Any incorrect information furnished by you, or negative feedback may lead to cessation of employment.

We look forward to your joining ARYA team for a long, successful, and rewarding career with us!

Thanking you,

For Arya Collateral Warehousing Services Pvt. Ltd.



Shalini Khare
Manager - HR

Acknowledgement and Acceptance

I have read and understood all terms and conditions of employment as stated above and declare that I, hereby, unconditionally, and irrevocably accept the same.

(Signature of the Employee)

Name.....

Place.....

Date.....

Salary Annexure (A)

E-Code : AR0932
Employee Name : Nimesh Sanjay Patil

Emoluments		Monthly (INR)	Annual (INR)
Gross (A)	Basic	17,500	2,10,000
	House Rent Allowance	8,750	1,05,000
	Special Allowance	3,550	42,600
	LTA	0	0
Bonus (B)	Statutory Bonus	3,500	42,000
Total Gross (A+B)		33,300	3,99,600
Retrials (C)	Company Contribution Towards Provident Fund	2,100	25,200
	Company Contribution Towards ESI	0	0
	Gratuity	842	10,104
	CTC (A+B+C)		36,242
Employee Contribution (D)	Employee Contribution Towards Provident Fund	2,100	25,200
	Employee Contribution Towards ESI	0	0
	PT	200	2,400
	Total Employee Contribution (D)		2,300
Net Take Home ((A+B)-D)		31,000	3,72,000

Note: Statutory deductions such as PF, ESI, PT, Income Tax etc. will be applicable as per Govt. Regulations and Mediclaim, if applicable will be govern as per company policy.

For Arya Collateral Warehousing Services Pvt. Ltd.


Shalini Khare
Manager - HR



2016-17
URCD

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FOUNDING CHAIRMAN
PATRON
CHAIRMAN
FOUNDING AND MANAGING TRUSTEE

: Late Mr. J R D Tata
: Mr. Rahul Bajaj
: Dr. Naushad Forbes
: Ms. Lakshmi V Venkatesan

1st April 2021

Private & Confidential

Mr. Nikhil N. Mali,
Flat No-8 2nd floor,
Ujjwala sarth, near sury ganga soc.
Behind morya corner Dhayarpune

Dear Mr. Nikhil N. Mali,

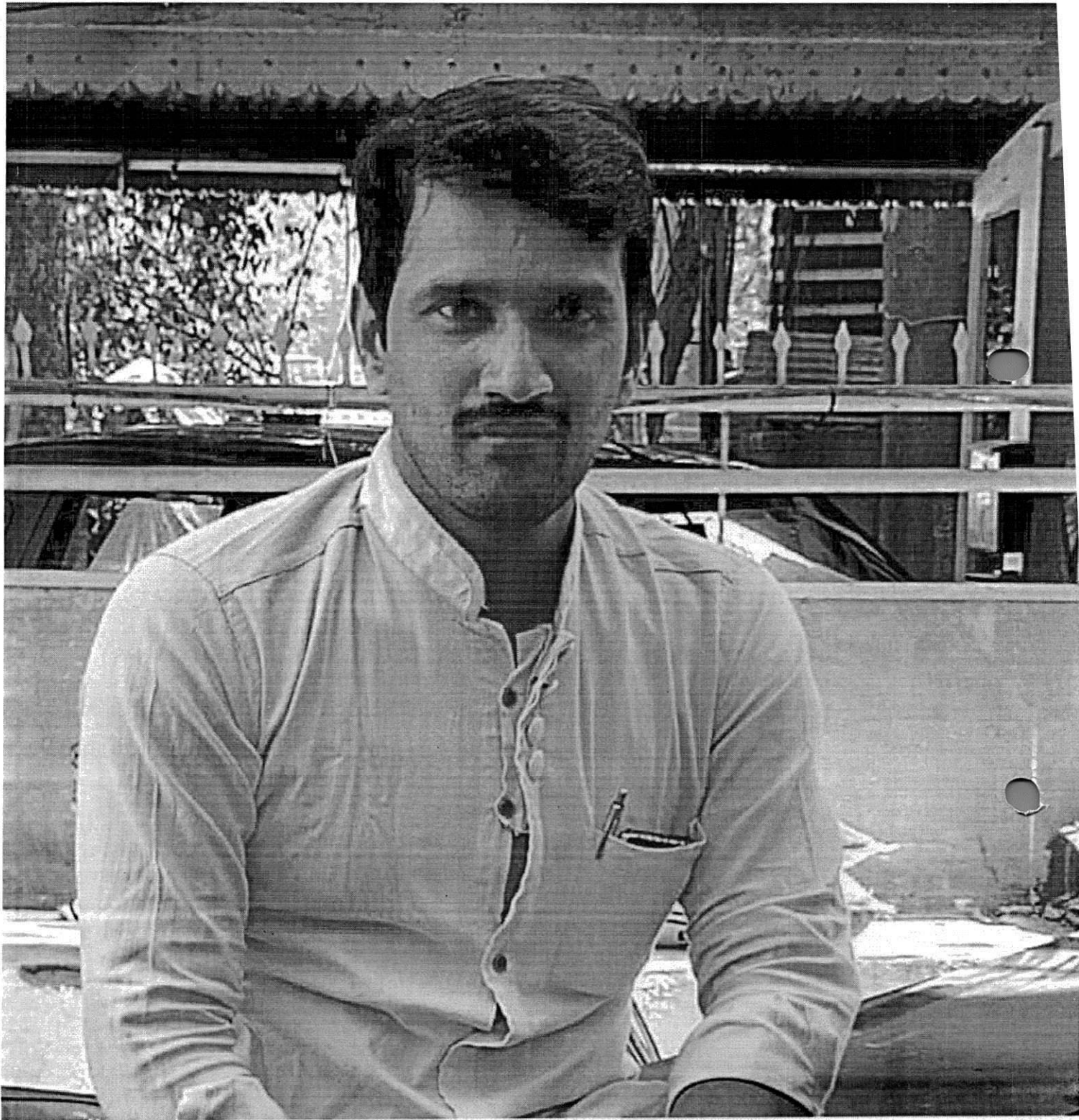
The Bharatiya Yuva Shakti Trust (BYST) is pleased to appoint you as "Field Officer" on contract basis with effect from 1st April 2021 on the following terms and conditions:


- 1) In consideration of the services to be rendered by you, a sum of Rs. 20000/- per month (Rupees Twenty Thousand only) will be paid by BYST to you commencing from 1st April 2021 and the said amount will be subject to the deduction of all applicable taxes at source and other statutory deductions as per applicable rules. You will be required to raise an invoice at the end of every month for this amount plus applicable service tax and submit it to the Finance department.
- 2) The Contract is for a period of 2 years (Until 31st March 2023) and may be extended at the sole discretion of BYST, for a further period, in accordance with the stipulated terms and conditions.
- 3) A review of the consolidated fees will be done at the end of the contract based on performance.
- 4) All data and information be in the textual and/or through any electronic/ technical device acquired from BYST shall be kept confidential and returned to BYST. Any material developed, invention, etc., by you during your service period with BYST, shall be the property of BYST and rights to that extent shall solely vest in BYST.
- 5) Any property of BYST such as lap top, computer, data card, etc., given to you for the discharge of official duties, shall be your responsibility for safe custody, up keep and maintaining the functional/operational state of such property and shall return the same on expiry of your term of services. Further you shall be held responsible for the act of negligence thereby causing loss, damage, etc., to such property and shall indemnify BYST for such loss, damage, etc.
- 6) Any expenses incurred on travel and /or transport for official work will be reimbursed to you as per the rules of BYST.
- 7) Office hours would be from 9:00:00 AM to 5:15:00 PM, Monday to Friday or as notified from time to time. However, your hours of work will depend upon the completion of the tasks assigned to you in case of exigency or urgency. You will be based at BYST Pune Cluster Operations. You are liable to be transferred to any other office of BYST. You shall be bound to adhere to the basic rules and regulations as part of discipline as applicable to other employees of BYST.
- 8) You will be entitled to avail 2.5 day(s) leave in a month during this contract period. This is non-cumulative.

Bharatiya Yuva Shakti Trust

Head Office: C/o Confederation of Indian Industry, Core 4A, 4th Floor, India Habitat Center Lodi Road, New Delhi - 110 003
Tel: + 91-11-24693079 (D) (EPABX) + 91-11-24682230-35; Fax +91-11-24682226; Email: byst.vpoffice@cii.in,
Website: www.bystonline.org

(Signature)
20/12/2021



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FOUNDING CHAIRMAN : Late Mr. J R D Tata
PATRON : Mr. Rahul Bajaj
CHAIRMAN : Dr. Naushad Forbes
FOUNDING AND MANAGING TRUSTEE : Ms. Lakshmi V Venkatesan

- 9) During the subsistence of this Contract, you shall not engage in any business that is in direct competition with the business of BYST and/or enter into any Contracts/memorandums of understanding/or negotiation(s) with any other Association /Confederation in India or in any other country or part of the world, which carries similar/related activities.
- 10) You shall provide your services efficiently and to the best of your abilities. Your services shall be subject to the supervision of such officer(s) of BYST as decided by its Management from time to time. This is a purely temporary arrangement for hiring your services for a specified period. This Contract shall not constitute any obligation or commitment on the part of BYST to provide or accept any claim towards permanent employment at any stage.
- 11) You shall indemnify, defend and hold harmless BYST and its affiliates from and against all or any such claims, losses, liability, costs, damages and expenses arising from your acts of negligence and against all claims, costs, liabilities, judgments, expenses or damages arising out of or from any breach or contravention of this Contract.
- 12) The continuation of your service is subject to you being in sound health, medically, physically and mentally. No liability whatsoever in any manner shall be borne by BYST to you and/or any of your legal dependent at any stage under any circumstances in this regard.
- 13) This Contract may be terminated by either Party with or without assigning any reasons by giving at least 30 Days prior notice in writing to the other Party or compensation in lieu of notice as mutually agreed upon. BYST shall be entitled to terminate this Contract forthwith if you commit a breach of any of the terms and conditions of this Contract. Further, the BYST reserves the right to terminate this Contract without notice in the event of misconduct such as theft, deliberate or reckless disclosure of confidential information or serious neglect of your duties, *inter alia* taking leave of absence without prior permission from your manager in-charge except in unavoidable circumstances leading to force majeure conditions which term shall include, riot, strike, lockout, war, civil commotion, accident, flood, acts of God, omissions or acts of public authorities, or any such situation which would lead to the circumstances beyond human control and unfortunate and compelling conditions or any other cause where you cannot perform your duties. In such cases, the condition towards payment of notice period by BYST shall not be applicable. The termination of this Contract for whatsoever reason shall be without prejudice to any claims or rights of actions accrued prior to termination to either Party against the other.
- 14) The contents of this Contract, any information or discussion related thereto shall be private and confidential and will be treated as such. You will not disclose or divulge any confidential information to any third party without the prior written consent of BYST.
- 15) Any notice, request or instruction required to be given by any Party hereunder shall be in writing and shall be served to the other Party by sending the same by e-mail/fax/registered mail/courier, with acknowledgement due, addressed to the Party to whom the notice is initiated to be given and such notice shall be deemed to have been served upon the expiration of 7 days from the date of posting or sending the same and for the purpose of proving service thereof, it shall be sufficient to show that such notice was posted or sent at the address mentioned hereinabove.

Bharatiya Yuva Shakti Trust

Head Office: C/o Confederation of Indian Industry, Core 4A, 4th Floor, India Habitat Center Lodi Road, New Delhi – 110 003.
Tel: + 91-11-24693079 (D) (EPABX) + 91-11-24682230-35; Fax +91-11-24682226; Email: byst.vpoffice@cii.in;
Website: www.bystonline.org

Rahul
24/12/2021



FOUNDING CHAIRMAN : Late Mr. J R D Tata
PATRON : Mr. Rahul Bajaj
CHAIRMAN : Dr. Naushad Forbes
FOUNDING AND MANAGING TRUSTEE : Ms. Lakshmi V Venkatesan

- 16) This Contract contains the whole Contract between the parties and supersedes any prior written or oral Contract between them in relation to its subject matter and the parties confirm that they have not entered into this Contract upon the basis of any representations that are not expressly incorporated into this Contract. No oral explanation or information given by any party shall alter or affect the interpretation of this Contract.
- 17) This Contract being the entire Contract between the parties hereto as to the subject matter hereof, no amendments hereto shall be effective unless in writing and signed by both the Parties hereto.

This Contract shall be governed by and construed in accordance with the laws of India. You will be governed by the terms and conditions mentioned in this contract exclusively.

This is to request you to return to us the signed photocopy of this document as a token to signify your acceptance and consent to the terms and conditions listed above. You may retain a copy of this document for your reference and record.

Yours truly,
FOR AND ON BEHALF OF BYST.

LAKSHMI V
VENKATESAN

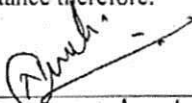
Digitally signed by LAKSHMI V
VENKATESAN
Date: 2021.08.26 15:03:11 +05'30'

Founding & Managing Trustee
Bharatiya Yuva Shakti Trust

I do hereby solemnly affirm that I have fully read and understood the above referred terms and conditions and further convey my acceptance therefore.

(Signature) _____

(Date) _____


24/12/2021

Bharatiya Yuva Shakti Trust

Head Office: C/o Confederation of Indian Industry, Core 4A, 4th Floor, India Habitat Center Lodi Road, New Delhi - 110 003.
Tel: + 91-11-24693079 (D) (EPABX) + 91-11-24682230-35; Fax +91-11-24682226; Email: byst vpoffico@cii in;
Website: www.bystonline.org



www.shelter-associates.org
A/17, Sarasnagar Siddhivinayak Society, Shukrawar Peth, Pune, 411 002
020 2448 2045/ 2444 0363
info@shelter-associates.org

Name: Siddhant Ratnakant Chougule
Address: 738, E Ward, Ambedkar Nagar,
Kasaba Bawada, Kolhapur 416006

Date: 24th April, 2019

Ref.No.: 96

Dear Siddhant,

Re. CONTRACT FOR CONSULTANCY SERVICES

(Consultancy Services for the period 24th April 2019 to 31st July 2019)

Management of Shelter Associates is pleased to appoint you in the position of "Junior Social Worker". As discussed we agree to pay you Consultancy / Retainership fees of Rs.56,452/- (Rupees Fifty Six thousand Four hundred and Fifty Two only). This is subject to any statutory deductions as may be applicable, from time to time, as per Law.

You will interact with your team leader for any exigencies.

You will raise your bill / invoice for Consultancy by the first of every month, for the previous month.

It is however recorded that any control and supervision exercised by the organization in respect of the consultant shall be solely for the purposes of ensuring that the consultant properly discharges his duties in terms of this agreement, and not for the purposes of establishing or indicating the existence of any employment relationship between the parties.

Confidentiality

The Consultant must take all reasonable precautions to prevent any unauthorized disclosure of Confidential Information that he may obtain during his consultancy.

Without prejudice to the generality of above, we give below the precautions you are supposed to take:

- i. The Consultant must at all times store all Confidential Information safely and securely;
- ii. The Consultant must immediately notify the Organization in writing of any actual, threatened or suspected unauthorized disclosure of any Confidential Information, Consultant must take all reasonable measures to minimize any unauthorized disclosure of any Confidential Information which is in any way related to or resulting from an act or failure to act by anybody.
- iii. On termination of this Agreement, or whenever requested by the Organization, the Consultant shall immediately deliver to the Organization all property in his possession, or under his care and control, including but not limited to, proprietary information, customer lists, trade secrets, intellectual property, computers, equipments, tools, documents, plans, recordings, software, and all related records.
- iv. The consultant acknowledges that the aforesaid obligation shall remain in force indefinitely and notwithstanding termination of this contract for any reason whatsoever.



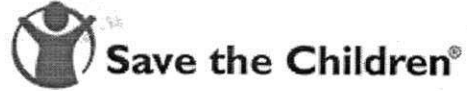
A/17, Sarasnagar Siddhivinayak Society,
Shukrawar Peth, Pune 411 002
Tel. +91 (0)20-2444 0363
(Reg. No. 8401/94/Pune- F-9162/ Pune)



Siddhant Ratnakant Chougule
Junior Social Worker
Dob: 11/03/93
Blood group: B +ve

Signature

Authorised Signature



June 30, 2022

To,
Mr. Vijay Anant Kamble
A/P - Patgaon, Tal - Bhudargad,
Dist - Kolhapur, Pin - 416210

Sub: Letter of offer for the post of **Project - Social Worker**

Dear Vijay

Congratulations!

This is to confirm that Save the Children, Bal Raksha Bharat would like to offer you the post of **Project - Social Worker** to be based at **Haveli, Maharashtra Project Office**.

Your monthly fee is **Rs. 22000** (Rupees Twenty Two Thousand Only). 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 **1 July 2022 to 31 March 2023**.

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.

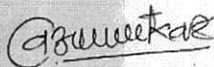
It would be good if you could confirm your acceptance in writing and let us know your tentative date of joining. The consultancy agreement will be issued to you subsequent to your joining.

Yours sincerely

Sangeeta Narula
Director – Human Resource and Procurement

Name: **Mr. Vijay Anant Kamble**

Signature:

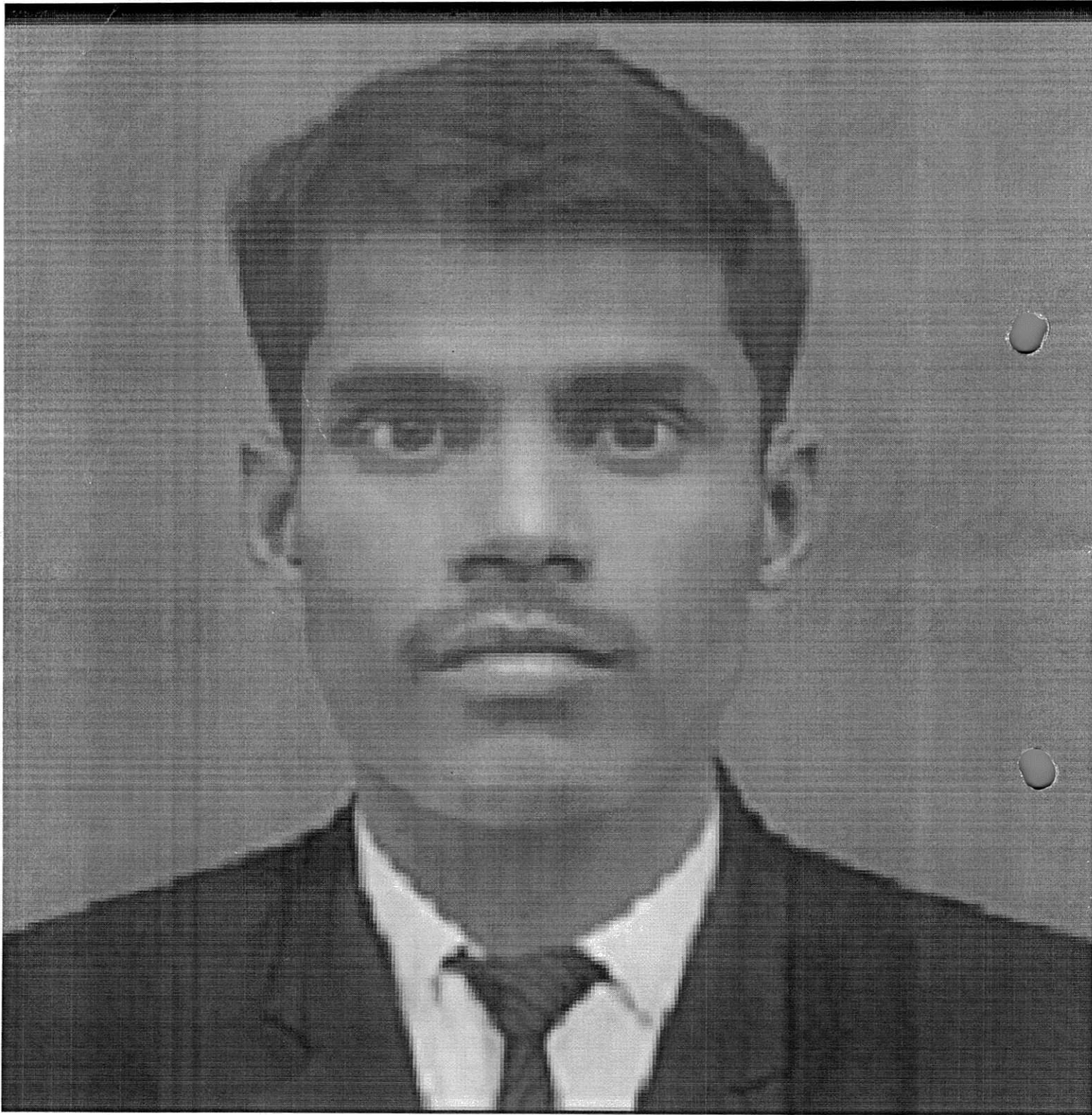


Date:

05/07/2022

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



Maya Moore

16-17

(14)

मुंबई जिल्हा क्षयरोग नियंत्रण संस्था

उप कार्यकारी आरोग्य अधिकारी (टीबी) यांचे कार्यालय, पहिला माळा, बावलावाडी म्युनिसिपल कार्यालय, व्होल्टास हाऊस समोर, डॉ. बी.आंबेडकर रोड, चिंचपोकली (प), मुंबई - ४०००१२.
क्र. मुजि.क्ष.नि.सं/ ४५० / क्षय, दि. ०१/०१/२०२१

16-17

कार्यालयीन आदेश

प्रति,

श्री/श्रीमती. माया बाबुराव मोरे.

श्री/श्रीमती माया बाबुराव मोरे हयांची नियुक्ती सांख्यिकी साहाय्यक या पदाकरीता कंत्राटी तत्वावर दिनांक ०१/०१/२१ पासून ते दि. ०५/११/२०२१ पर्यंतच्या कालावधीसाठी, एन विभाग सर्वोदय रुग्णालय व जी-उत्तर येथे, खुला या प्रवर्गासाठी रु. १७,०००/- प्रतिमहा इतक्या वेतनावर (निश्चित मानधन) मुंबई जिल्हा क्षयरोग नियंत्रण संस्थेत नेमणूक करण्यात येत आहे.

नियुक्त सांख्यिकी साहाय्यक आपल्या कार्यालयात हजर झाल्याचा अहवाल या कार्यालयात अवगत कळावे.

Pranali
३०/१२/२१
सदस्य सचिव
मुं.जि.क्ष.नि.सं

प्रत:-

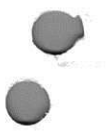
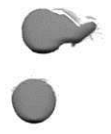
१. जिल्हा क्षयरोग अधिकारी (एन विभाग व जी-उत्तर विभाग)

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Date: 17-Jul-2022
Mr. Vijay Vishnu Salavi

H. No. 447, Plot no.9, Pragti Nagar, Pachgaon Road, Kolhapur, Karvir, Kalamba Kolhapur
Maharashtra 416013 India

Dear **Vijay Vishnu Salavi**

We are pleased to offer you an appointment in our Organization on the following terms and conditions. We would appreciate your joining at the earliest, but in any case on or before **31-Mar-2022**.

Grade Title: **Senior Officer**

Grade : **CG 5**

Your Role: **HR Executive**

Business: **Business Enabler**

Location: **Kolhapur**

Compensation

Your total remuneration for your services will be Rs. **333300** per annum. Refer Annexure for the details of your compensation structure. Please note that matters relating to remuneration are strictly personal and confidential between you and the Company and should be treated as such. Further, the Company reserves the right to change, modify or alter the compensation structure and other Terms of Service, as may be communicated to you from time to time.

In addition to your monthly remuneration you may have incentives, if any, applicable to you based on your achieving of targets, as per the scheme designed in this regard from time to time.

Statutory Bonus – Will be paid to eligible employees as per the provision of Payment of Bonus Act, 1965, amended time to time.

- 1) You would be eligible for leave as per the policies of the Company.
- 2) You are liable to be transferred to any other Branch/ Location of the Company, in India as and when required by the company.
- 3) As a full time employee of the Company, you are required to devote your full time, attention and efforts to the furtherance of business of the Company and to continuously develop your professional skills in your own and the company's mutual interest. You shall not, during your employment with the Company, directly or indirectly engage yourself, or devote any time to any part time employment, with or without any remuneration, unless it has the prior approval of the

management in writing. You shall not disclose confidential information, database, company documents, etc., that you come across in the course of your responsibilities to anyone outside. You shall use such information only in connection with your employment. You shall not remove any documents or materials of the Company without prior consent and knowledge of your Superiors.

4) This appointment is based on the information furnished by you to us in your application for employment/personal data form. If any material has been suppressed by you or you have indulged in suppression of facts or the information furnished by you found to be false and such false information is known to the Management after your appointment, if any, your appointment shall be liable for termination without notice.

5) Notwithstanding anything to the contrary contained earlier, this agreement can be terminated by giving:

a) One month's notice or with one month salary in lieu of notice, by either party

b) Without any notice or compensation by the Company in the following cases:

i) Performing any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duties on your part or breach by you of any of the terms, conditions or stipulations contained herein.

ii) If the performance level is below the expected level and/or the Business targets as set out for you from time to time has not been achieved by you.

6) For the purpose of sub clause (b) above, the Company's opinion as to whether any one of the events mentioned therein has occurred shall be final and binding upon you.

7) You shall be responsible for properly and diligently performing the duties assigned to you. You shall fully indemnify the Company for any loss occurring on account of any acts or omissions committed by you during the term of your employment and for such acts or omissions you shall continue to indemnify even after the expiry or termination of your employment.

8) In the event of any dispute out of the interpretation or implementation of this agreement, this shall be referred to arbitration. The Arbitrator will be appointed by the Company at its sole discretion. The venue for such arbitration shall be Chennai.

9) All other standard rules of the Company as existing and as may be amended from time to time, will be applicable to you.



Chola Business Services Limited

Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India
Tel: 91.44.30007172 Fax: 91.44.25346464
CIN - U72300TN2004PLC054887

10) You will retire from the services of the company on completion of 58 years of age or such other age as may be intimated by the Company from time to time.

We welcome you to CBSL and look forward for a long and mutually beneficial association.

You are requested to sign and return the second copy of this letter as a token of your acceptance.

Yours faithfully

For Chola Business Services Limited

N. V. Sundar

Associate Vice President and Head CBSL – HR

Having read the above terms and conditions, I hereby accept this offer of appointment and conditions stated herein above.

Signature:

Date of Joining:

Please note that this order may be electronically signed which is as good as handwritten signature for the purposes of validity, enforceability, and admissibility. This order may be executed and delivered by electronic transmission.

SALARY ANNEXUREName : Vijay Vishnu SalaviGrade : CG 5Designation : Senior OfficerLocation : Asia>India>Business Enabler>West>Maharashtra>Maharashtra 4>Kolhapur>Kolhapur>1611

Pay Component	Monthly Amount	Annual Amount
Fixed		
Gross Salary	25975	311700
Basic Salary	11110	133320
House Rent Allowance	5555	66660
Special Allowance	7710	92520
Conveyance Allowance	1600	19200
Others	1800	21600
Employer PF	1800	21600
Total Fixed	27775	333300
Total CTC	27775	333300

For Chola Business Services Limited

*N. Mandate***Associate Vice President and Head CBSL – HR**

Having read the above salary details, I hereby accept this offer and details stated herein above.

Signature:

Date of Joining:

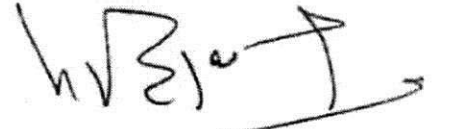
Please note that this order may be electronically signed which is as good as handwritten signature for the purposes of validity, enforceability, and admissibility. This order may be executed and delivered by electronic transmission.



हर्मापत्र

मी अस प्रमाणित करता की माझी काळजी महानगरपालिका मार्वा. आरोग्य धनकचरा व्यवस्थापन विभागाकडे स्वच्छ सर्वेक्षण २०१९-२० अन्तर्गत ठाक मानधन करारतत्वावर पर्यावरण अधिकारी/माहिती, शिक्षण व संवाद अधिकारी या पदां नियुक्ती करणेत येत आहे. याबाबत मला संपूर्ण कल्पना आहे. तसेच माझ्या नियुक्ती आदेशामध्ये नमुद असलेल्या अटी व शर्ती मला मान्य असून त्या माझेवर बंधनकारक आहेत. याची मला जणपत आहे. या अटीवर मी ही नियुक्ती स्विकृत करीत आहे.”

अ.क्र.	उमेदवारांचे नांव	पदाचे नांव
१.	अपेक्षा काशिनाथ सुर्यवंशी	पर्यावरण अधिकारी
२.	पुनम मदन माने	माहिती, शिक्षण व संवाद अधिकारी
३.	निलेश गजानन पोतदार	


अनुक्त
कॉल्हापूर महानगरपालिका

प्रत माहितीसाठी :

१. खातेप्रमुख / विभागप्रमुख (सर्व)
२. संबंधित कर्मचारी.

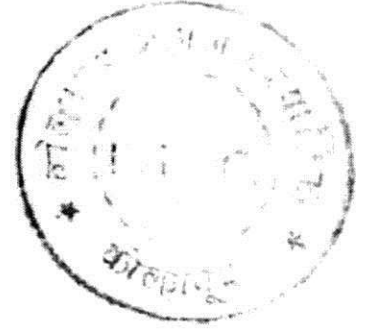
2016-17

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2014-15

कोल्हापूर महानगरपालिका सार्वजनिक
सर्वेक्षण २०१९-२० करिता पर्यावरण
अधिकारी व माहिती, शिक्षण व संवाद
अधिकारी यांना नियुक्ती देणारे आदेश

कोल्हापूर महानगरपालिका
सामान्य प्रशासन विभाग
जा.क्र.साप्र/वशि-१/ ६५८ /२०१९
दिनांक : ०१/०६/२०१९



संदर्भ : दिनांक १५ जून, २०१९ ची निवड यादी.

कोल्हापूर महानगरपालिका सार्व. आरोग्य धनकचरा व्यवस्थापन विभागाकडे स्वच्छ सर्वेक्षण २०१९-२० करिता पर्यावरण अधिकारी आणि माहिती, शिक्षण व संवाद अधिकारी ही पद टाक मानधन करारतत्वावर भरणेसाठी दिनांक १५/०६/२०१९ रोजी घेण्यात आलेल्या मौखिक परीक्षेमध्ये पात्र ठरले. निवड यादीतील उमेदवारांस महाराष्ट्र महानगरपालिका अधिनियम १९४९ कलम ५३ (३) नुसार टाक मानधन करारतत्वावर पर्यावरण अधिकारी आणि माहिती, शिक्षण व संवाद अधिकारी या पदावर रुपये १५,०००/- दरमहा मानधनावर आदेशातील अटी व शर्तीच्या अधीन राहून नेमणूक करण्यात येत आहे.

अटी व शर्ती :

१. संबंधित उमेदवार यांची नेमणूक तात्पुरत्या स्वरूपाची असल्याने संबंधित पदावर काणताही हक्क प्रस्थापित करता येणार नाही व केव्हाही पुर्वसुचना न देता त्यांना महानगरपालिकेच्या सेवेतून व काढून घेतले जाऊ शकते.
२. खालील उमेदवारांनी सदर आदेश मिळाल्यांच्या दिनांकापासून ०८ दिवसांचे आत कामावर रुजू व्हावे.
३. सदर उमेदवार यांना नियुक्तीनंतर सेवा सोडून जावयाची असलेस एक महिना आगोदर लेखी मुचना घावी लागेल, किंवा एक महिन्याच्या वेतनाइतकी रक्कम कोल्हापूर महानगरपालिकेच्या फंडात जमा करावी लागेल.
४. संबंधित उमेदवारांने पुढील नमुद हमीपत्र रु. १००/- चे स्टॅम्प घावे लागेल.

TRANS AUTO-INTERNATIONAL (DIVISION OF JAGADAMBA AUTO-COMPONENTS LTD.)

WORKS: GAT NO 758,760,762, SANASWADI, TALUKA - SHIRUR, DISTRICT - PUNE

OFF PUNE-A'NAGAR HIGHWAY PUNE 412208.

TEL/FAX: 91-2137-616410/11

EMAIL: info@auto-components.com

CIN: U31500PN1984PLCO34251



- 4) Your Services are transferable, at short notice, anywhere in India, to any division, branch, department, or to any liaison office, works, and regional

Office of Company. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. In addition to this you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

- 5) Although your normal work will consist of the duties assigned to you in the capacity as shown above, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within your capacity to discharge.

- 6) During your employment, you will be subject to the service regulations applicable from time to time to the establishment where you are required to work. You will be governed by the service conditions applicable to your category of employees in the Organization.

- 7) During the continuance of your employment and thereafter you will not divulge to any person, firm or company any confidential information acquired by you while in our services concerning business, process of manufacture, business practices or affairs of the Company. You will have to sign and adhere to the terms and conditions of confidentiality and non competency as defined and amended time to time by the company.

- 8) During your employment with the company for any reason, if you are convicted of any criminal offence and sentenced punishment by the courts, the company is at its sole discretion, may terminate your services on indecent behavior grounds and in such case no compensation in lieu of notice will be required.

- 9) You will not, during the continuance of your employment undertake or carry on either alone or in partnership, nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, servant or otherwise in any other business, trade, profession whatsoever. You will devote your whole time and attention to your duties with us.

- 10) You will immediately inform the H. R. Department of the Company in writing about any changes in your residential address, marital status, number of children, nominations under Provident Fund and Gratuity Acts and any other changes, which may have a bearing on your employment with the

REGD OFFICE : GAT NO. 551-560 KOREGAONBHIMA, TALUKA- SHIRUR,
OFF PUNE-A'NAGAR HIGHWAY PUNE 412208.
TEL/FAX : +91-2137 - 676888

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Manufacturer of Transmission Gears, Shafts, Machined & Auto Components

TRANS AUTO-INTERNATIONAL (DIVISION OF JAGADAMBA AUTO-COMPONENTS LTD.)

WORKS: GAT NO 758,760,762, SANASWADI, TALUKA - SHIRUR, DISTRICT - PUNE

OFF PUNE-A'NAGAR HIGHWAY PUNE 412208.

TEL/FAX: 91-2137-616410/11

EMAIL: info@auto-components.com

CIN: U31500PN1984PLCO34251



Ref: TAI /HR / APPT/ PROB / 2022

Date: 11/04/2022

To

Mr. Muktiyar Aslam Mulla

Add. A/P, Vathar, Tal. Hatkangle,
Dist. Kolhapur

Subject: Appointment Order (Strictly Confidential).

Dear Ms. Muktiyar,

With reference to your application and subsequent interview you had with us, we take pleasure to appoint you employment in our Company as "Sr. Executive" in Human Resource Department on the following terms and conditions with effect from 11th April, 2022.

Your monthly emoluments will be Rs. 25,398 /- CTC per month.

Your salary structure is as per attached sheet:-

- 1) You will be entitled for Provident Fund contribution as per Act. You will be entitled to Bonus and Gratuity subject to requirements under the Act & amended from time to time.
- 2) You are required to be medically examined before joining and this Appointment Order is subject to your being declared medically and mentally fit by the company authorized Medical Practitioner. You will be subject to medical examination by the company authorized doctors as & when required.
- 3) You will be on probation for a period of six months, from the date of joining duty. The probation period can be curtailed or extended by the management at its sole discretion without assigning reasons. The company reserve the rights to terminate your employment by giving 15 days notice period during probation period or in the event that company not satisfied with your performance or any misconduct. You may terminate your employment by giving 15 days notice during probation period. After confirmation, you will be required to give one month notice before leaving the services, same condition will apply, in case, the company terminate your services.

REGD OFFICE : GAT NO. 551-560 KOREGAONBHIMA, TALUKA- SHIRUR,
OFF PUNE-A'NAGAR HIGHWAY PUNE 412208.
TEL/FAX : +91-2137 - 676888

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Manufacturer of Transmission Gears, Shafts, Machined & Auto Components

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15) While joining duty, you are requested to submit copies of your testimonials and certificates of your enhanced qualifications and experience, proof of address, domicile, age, identification along with the originals in support of the same and six passport size latest colored photographs with negative.

You are also required to produce a relieving letter and service certificate from your previous / last employer.

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

Yours faithfully,

For JAGDAMBA AUTO COMPONENTS LTD.

Authorized Signatory

I have read the service conditions as stated in this appointment order. I have been explained the rules and I understood the same. I have been explained the terms and conditions in local language Marathi / Hindi. I accept all terms, conditions, rules and regulations mentioned in the appointment letter.

Signature of the Employee



Company. For any official communication, the last known and registered address on the records will be considered.

11) You agree that copyright, design right and any other proprietary work rights in respect of all copyright works and designs originated, conceived, written or made by you (except if outside working hours which are wholly unconnected with your employment) during the period of your employment shall belong to the Company. You acknowledge that any and all works, reports and documents developed by you, in the course of your employment are the property of the Company. You irrevocably assign, transfer and convey to the Company, your successors and assigns, your entire legal and beneficial right, title and interest in the aforesaid works, reports and documents. You hereby agree to waive in favour of the Company any moral rights conferred on you under applicable law in respect of any work in which copyright or design right belongs to the Company. You agree that on request you shall execute all documents as may be necessary to vest any rights referred to in this Clause in the Company. In the event that you refuse to comply with a request under this Clause you irrevocably authorize the Company to appoint some person in his own name and on his behalf to execute any documents to effectively vest in the Company any such rights.

12) Upon the termination of your employment, you will return to the Company all documents, articles and /or copies of drawings and any other material that may be in your possession.

13) This Agreement constitutes your terms and conditions of employment. The Company reserves the right to make reasonable changes to your terms and conditions of employment. You will be notified of minor changes in detail by way of a general notice to all employees. Any such changes shall take effect from the date of the notice. Such changes will be deemed to be accepted unless you notify the Company of any objection in writing before the expiry of the notice period.

14) This Agreement shall in all respects be construed and operate in conformity with Indian law and shall be subject to the jurisdiction of the Courts of Pune over any disputes relating to your employment and in any action or proceeding arising out of or relating to this Agreement.

बृहन्मुंबई महानगरपालिका

कॉम्प्रिहेन्सिव थॅलेसेमिया केअर, बालरोग रक्तदोष कर्करोग आणि
बोन मॅरो ट्रान्सप्लान्टेश केंद्र, बोरीवली (पू.)
(लो.टि.म. वैद्यकीय महाविद्यालय व सर्वसाधारण रुग्णालय, शीव मुंबई यांचे उपकेंद्र)

क्र. एलटीएच/८११ /सीटीसी, पीएचओ आणि बीएमटी

दि. २७-०५-२०२२

कार्यालयीन आदेश

मा. अति. आयुक्त (प.उ.) यांच्या मंजूरी क्र. अति. आ/पउ/१८०६ /१० दि. ०६.१०.२०२१ अन्वये श्री. युवराज अशोक कांबळे, वैद्यकीय सामाजिक अधिकारी यांना दि. ३१.०५.२०२२ रोजी सेवेत तांत्रिक खंड देण्यात येत असून दि.०१.०६.२०२२ पासून ते ३०.११.२०२२ पर्यंत सहा महिन्याकरीता कंत्राट तत्वावर रु. २८,०००/- इतक्या ठोस वेतनावर खालील अटी व शर्तीच्या अधिन राहून नियुक्ती करण्यात येत आहे.

- श्री. युवराज अशोक कांबळे हे रु. १००/- च्या बॉण्डपेपर वर सोबत जोडलेल्या नमुन्यानुसार करारनामा लिहून देतील.
- दरमहा एकुण रु. २८,०००/- एवढे ठोस वेतन मिळेल. या वेतना व्यतिरिक्त कोणत्याही प्रकारचा महागाई भत्ता, घरभाडे भत्ता इ. अनुज्ञेय असणार नाही.
- नियमाप्रमाणे अनुज्ञेय असलेली रजा देण्यात येईल.
- नियमाने हजेरीपटावर त्यांच्या कर्तव्याच्या वेळेनुसार सही करतील. अन्यथा त्यांना गैरहजेर धरण्यात येईल. त्यांची विनापरवानगी गैरहजेरी वेतनाविना गैरहजेरी करण्यात येईल.
- नियुक्त करण्यात आलेल्या विभागानुसार त्यांची कर्तव्याची वेळ असेल.
- कंत्राटी कालावधीत त्यांचे काम असमाधानकारक आढळल्यास त्यांना कोणतीही पुर्वसुचना न देता त्यांची सेवा समाप्त केली जाईल अथवा कार्यालयाकडे सादर केलेल्या करारनाम्याचा भंग केल्यास अथवा पालन न केल्यास तात्काळ त्यांची सेवा समाप्त करण्यात येईल.
- सादर नेमणुक ही कंत्राट पध्दतीने असल्याने त्यांना कोणत्याही न्यायालयात जाता येणार नाही.
- बृहन्मुंबई सेवा अटी व शर्तीखाली ही नेमणुक झाली नसल्याने त्या अनुषंगाने मिळणारे निवृत्तीवेतन, भविष्य निर्वाहविधी अथवा तत्सम कोणत्याही प्रकारचे लाभ मिळण्यास ते पात्र राहणार नाहीत अथवा, वैद्यकीय सामाजिक अधिकारी या पदावरील नियुक्तीच्या दिनांकापासून मिळणारे फायदे मिळणार नाहीत.
- कुठल्याही कारणास्तव कर्मचा-यास पदाचा राजीनामा किंवा कंत्राट तत्वावरील कालावधी संपुष्टात आल्या नंतर पुर्ननियुक्ती घ्यावयाची नसली तरीही त्यांनी ३० दिवसांची पूर्व सुचना लेखी स्वरूपात देणे बंधनकारक आहे. अन्यथा एक महिन्याचा पगार नोटीस पे म्हणून महानगरपालिकेत जमा करावा लागेल.

reunage
संचालक,
मनपा-सीटीसी, पीएचओ
आणि बीएमटी केंद्र

W. J. J. J.
२३/०५/२०२२
अधिष्ठाता
(लो.टि.म.स)

M. J. J. J.
२७/०५/२२
संचालक
(वै.शि.व प्र.रु.)

DEAN
Lokmanya Tilak Municipal General
Hospital & Medical College,
Sion, Mumbai - 400 022.

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VOSS

Ref:- VAIPL/ HR / 01/2020.
TO,
Mr. Aksahy Anil Kadam
Pune.

Date: 12/03/2020.

SUB: OFFER OF APPOINTMENT

Dear Mr Kadam ,

- 1 .This is with the reference to the interview you had with us on 12/03/2020.
- 2 .We are happy to offer you employment as an Officer in Human Resource department of our Organization on the terms and conditions as well as **Compensation** package (Fixed + Variable) **Rs.480360** /- per annum CTC agreed by you during the discussions.
- 3 .You are required to join the services of the company on or before **25/05/2020** positively, thereafter unless date of joining is extended by us in writing, this offer Will stand withdrawn automatically.
4. Formal letter of appointment will be issued to you after you join our services, which will be effective from the date of your joining
5. You will be required to bring the original and / or copies as applicable, of the following:
 - Four Passport sizes photograph.
 - One copy each of Degrees/ Diplomas / Certificates / Professional qualifications.
 - Relieving and Experience certificate from the last employer.
 - Salary certificate from the last employer./ Form 16
 - Details / documents pertaining to ESI, PF, SA etc.
 - Medical fitness certificate and blood group
 - PAN , Adhar Card
 - UAN Number

Please sign the duplicate copy of this letter in token of your accepting our offer.

With best wishes,

Yours truly,
For VOSS Automotive India Pvt. Ltd


Authorized Signatory

Offer of Appointment Accepted.

VOSS Automotive India Pvt. Ltd.
A VOSS Group Company
Gat No. 1101, Urawade Road,
Pirangut, Tal. : Mulshi,
Pune - 412115 (INDIA)

Phone : +91 20 66748200
E-mail : admin.vossindia@voss.net
Internet : www.voss.net

Formerly known as
MGI COUTIER Exotech Industries Pvt. Ltd.

CIN : U34300MH1996PTC102306



ISO / TS - 16949 : 2009

UNITED GASKETS & COMPONENTS PVT. LTD.

Manufacturers of ALL TYPES OF INDUSTRIAL GASKETS, COPPER WAHSERS & SHIMS

Offer Letter

09-06-17

Dear Mr. Akshay Kadam

We take this opportunity to welcome you as a member of UGC family. While welcoming you to our organization, we are please to offer you as 'Assistant' in 'HRD' Department since 15/06/2017, based in Chakan.

You will be on probation for a period of six months. At the end of probation period, based on the recommendation of your immediate superiors and depending on your performance, attendance, conduct and medical reports your appointment will be confirmed in writing by a separate letter. Until you receive such letter your probation will be deemed to continue. During the course of employment, you will abide by the rules as are in force or as will be in force from time to time by company. Your Employment may be transferred inter department or within various locations of the company.

As per our discussions we offer you Rs.8000/- as a Gross Salary & deductions like PF, P.Tax, ESI, Welfare, Canteen, TDS will be as applicable.

First 3 months, you will get 100% performance Allowance. Forth month onward Performance Allowance will be paid on your actual Performance rated by your Superior if applicable.

Earnings		Deductions		C2C Items	
Basic+DA	3200.00	P.F.	384.00	P.F.	421.00
HRA	640.00	P.Tax	175.00	Canteen	455.00
Conveyance All.	480.00	ESI	80.00	Uniform	150.00
Education All.	480.00			Gratuity	154.00
Washing All.	480.00			Leave	514.00
Medical All.	480.00			PA	100.00
Other All.	2240.00			ESI	240.00
				Bonus	666.00
Gross Salary	8000.00	Total Ded.	639.00	CTC	2700.00
Net Pay	7361.00	Mthly CTC	10700.00	Yearly CTC	128400.00

Please acknowledge the said offer as a token of acceptance along with your accepted resignation within 8 working days to stand the said offer valid.

Thanking you and looking forward to a long & fruitful association with you.

Yours Faithfully,

For UNITED GASKETS & COMPONENTS PVT.LTD.

Mamda

Authorized Signatory



Factory : 280, Nanekarwadi, Near NTB, Nasik Road, Chakan, Tal. Khed,
Dist. Pune - 410 501. ☎ : (02135)398521, Fax No. (02135) 398600
Email : info@ugcindia.in Visit our website at www.ugc.ind.in

CIN U74999/MH1993PTC072369

07 July 2022

PRAMOD NAGANATH PAMAR

Manashirra

413304

Dear PRAMOD,

This refers to our discussion and your application for employment in the organization.

Congratulations!

With reference to your application and subsequent discussions with us for a career in our organization, we are pleased to inform you that you have been selected for employment in our organization and designated as Officer - CSR - CSR in Grade EB1 - Officer II of the organization based in EDIT - Head Office. However, the job is transferable at the discretion of the management to any place in the country.

Your appointment is subject to the confirmation of the following terms and conditions:

1. You will be paid a remuneration consisting of Basic, HRA and Allowances as per Annexure I given herein and forming part of the appointment letter.

2. You will be required to submit a medical certificate of fitness from a registered medical practitioner.

3. You shall during the term of employment.

a. Devote your whole time and attention exclusively to the business and affairs of the organization and not engage in any other business or profession, either full time or part time, except with the specific written consent of the organization.

b. Keep as confidential all business and trade secrets and transactions of the organization.

4. At any time, in the option of the organization, which shall be final, you are proscribed or are found guilty of dishonesty, disobedience, disorderly behavior, negligent, dereliction of duty without valid reason or of any other conduct considered detrimental to the organization, or if it is discovered at any time that any of your background or credentials that you have mentioned in your application or references turns out to be false or wrong, your services may be terminated without notice.

5. You will be on Probation for Six Months after which you will be confirmed based on your performance.

Pranav N. Pamar
2022-07-07

90-16-17

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Disclaimer: This is an electronically generated offer and doesn't require a signature.

6. This appointment is terminable from either side by giving three months notice in writing or salary of applicable in lieu thereof subject to clause 4 above.

7. The appointment letter is valid provided

- You submit a copy of the resignation letter given to your present employer within 7 days from the date of this letter and
- You join us on or before 11 July 2022.

8. The Retirement age shall be 60 years.

Kindly sign and return a copy of this letter acknowledging your acceptance of the terms of this appointment.

We welcome you and look forward to a long and rewarding relationship.

Accepted by: *Pranav N. Pamar*
 Date of Acceptance: 11/07/2022

Yours sincerely,

Authorized Signatory

For Equitas Development Initiatives Trust.

Aravot Sravanakumar

Correspondent

Disclaimer: This is an electronically generated offer and doesn't require a signature.

ANNEXURE - 1

Name	PRAMOD NAGANATH PAMAR
Designation	Officer - CSR
Grade	EB1 - Officer II
Division	CSR
Salary Allowance	Monthly (Rs.) Annually (Rs.)
Basic	12,100.00 145,200.00
HRA	5,900.00 70,800.00
Total Gross (Rs.)	18,000.00 216,000.00
Employer's PF Contribution	1,452.00 17,424.00
Employer's PF Contribution @ 2.25% of Gross Salary	1,452.00 17,424.00
ESR- Employer Contribution	7,020.00
Total CTC (Rs.)	26,937.00 240,444.00

12% of Basic shall be deducted towards PF contribution of the Employee as per Employee's Provident Funds and Miscellaneous Provisions Act 1952.

Profession Tax shall be deducted as per the PT Act 1975 wherever applicable depending on each state.

Income Tax shall be deducted as per Income Tax Act prevalent wherever applicable.

Gratuity shall be payable as per payment of Gratuity Act 1972.

I have received the offer letter in digital form and acceptance given by me digitally shall hold good and binding on me.

Accepted by: *Pranav N. Pamar*

Please Note: As part of the joining process, you are required to submit online scanned originals documents as listed below on or before the date of joining. Permitted file formats are .pdf, .jpg, .tif. Please note that the file size should not exceed 2MB.

LIST OF DOCUMENTS TO BE SUBMITTED ON OR BEFORE THE DATE OF JOINING

Disclaimer: This is an electronically generated offer and doesn't require a signature.

Authorized Signatory

For Equitas Development Initiatives Trust.

Aravot Sravanakumar

Correspondent

Date of Acceptance: *Pranav N. Pamar*

While submitting the above documents, wherever asked for, you may be required to show the original documents for us to verify.

- Scanned Offer Letter duly signed and dated containing your acceptance.
- Resignation Letter/Resignation Certificate from previous employers (other than immediate previous employer). Resigning letter / Services Certificate from previous employer, if available, has to be submitted at the time of joining. If not available at the time of joining, then the relieving letter from the immediate previous employer has to be submitted within 60 (Sixty) days from your date of joining Equitas.
- Passport Size Photograph (Color is also accepted, the photograph should be clear).
- Proof of Address (Any one of the following: Driving License / Passport / Voter's ID / PAN Card / Aadhaar Card)
- Proof of Age (Birth Certificate / S.S.L.C Certificate)
- Proof of Income-Tax Assessment (Form Card)
- Education Certificate starting from S.S.L.C to the highest qualification.
- Original Fitness Certificate from Registered Medical Practitioner.

We request you to comply with the above requirement in order to help us in speeding up your joining process.

Human Resource Department

Disclaimer: This is an electronically generated offer and doesn't require a signature.

Man

16-17



Sanjay Ghodawat International School

Affiliated to Central Board of Secondary Education, New Delhi, Affiliation No. 1130334 School Code - 30258

Phone: +91 230 2689700, +91 7720012058, +91 9011039988, +91 7720016736

Add: Gat No. 555, Sangli-Kolhapur Highway, Alige, Dist: Kolhapur E-mail: princopa@sgischool.in Website: www.sgischool.in



Ref: SGIS/2022-23

Date: 15th June 2022

To,
Mr. Rohit Ananda Yadav,
Contact - 86989 47896
Email - rohiyadav2@gmail.com

Subject - Offer Letter

Dear Mr. Rohit,

Congratulations! SGIS group is delighted to offer you the position of **Store Assistant** at our School. As discussed, you will join your duties on or before **16th June 2022**, after which this offer will stand null and void by default.

As per the terms, mutually discussed and agreed between us, your starting gross emolument would be **Rs. 10,000/month**. After 2 month your next Salary will be decided based on your performance.

Formal appointment letter with terms & conditions shall be issued to you after completing the joining formalities.

❖ List of documents to be submitted on joining day:-

- ✓ Copy of PAN Card & Aadhaar Card
- ✓ Copy of past 2 employer's appointment letter, experience letter/ relieving letter
- ✓ Copy of past 3 months' salary slips
- ✓ Originals of qualification certificates to be submitted till your tenurity with the Organization
- ✓ 2 passport size photographs.

As a part of security procedures, you shall be submitting your original qualification certificates with the school on the day of joining.

Your initial appointment shall be on probation basis for the period of 12 months. The probation period may be curtailed and/or extended by the School based on your performance and contribution towards the system, your behavior with your subordinates & colleagues. During the initial or extended probationary period your services are liable to be terminated and/or discontinued at any time without notice or assigning any reasons thereof at the sole discretion of the Management.

You are requested to sign a copy of this letter as a token of acceptance and return the same via hardcopy or email within 24 hours. Also send us the copy of your resignation letter submitted to your present employer along with their acceptance.

We wish you all the best and look forward to a long-term association with you. By accepting this offer letter, you hereby undertake and agree to abide the school rules and service conditions.

Thanking you,

S. Mohanty



Mrs. Sasmita Mohanty
Director - Principal

I Mr. Rohit Yadav accept the above offer and hereby undertake and agree to abide the school rules and service conditions.

Date of Joining

16/06/2022

Signature

