



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

Final Selected - CSIBER Placements

1 message

Pradip Maruti Lande <Pradip.Lande@sudlife.in>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Dear Sir

Please find appended candidate list, were finalised for Sudlife. Ms Snehal Dongale and Pradnya Patil has already joined.

MS. Mrunal Sakate will join for Goa location from this 25th February 2022.

Email Address	Name (Starting with Surname)	DOB	Mobile Number	Batch Period	Course Completed	Home Town	Of Years Experience,
dongalesnehal@gmail.com	Dongale Snehal Sarjerao	28-12-1996	8793841009	2018-20	MBA	Kolhapur	1 year 3 months
patilpradnya0214@gmail.com	Patil Pradnya Ashok	02-02-1997	8956312180	2018-20	MBA	Sagaon	8months ICICI prudential ba
mrunalsakate234@gmail.com	Sakate Mrunal Mahesh	05-11-1997	7507936686	2018-20	MBA	Goa	7 Months Sales

Regards

Pradip Lande

Deputy Manager – HR (Distribution)



T: 9168009574 M: 9356890343
E: pradip.lande@sudlife.in W: www.sudlife.in

FS No 2 & 3, First Floor, White Box, E ward, Lane No 11, Main Road,
Rajarampuri

Kolhapur – 416 008.

**Pradip Lande**

Deputy Manager-Human Resources - HR-Distribution



T: M: +919168009574
E: Pradip.Lande@sudlife.in W: www.sudlife.in

FS No 2 & 3, First Floor, White Box, E Ward Lane No 11, Main
Road, Rajarampuri, Kolhapur - 416008





OFFER LETTER

Date: 17.01.2020

MR. Prithviraj Kale
CSIBER - Kolhapur

Dear Prithviraj Kale

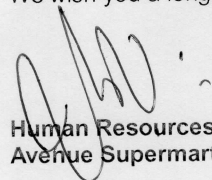
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

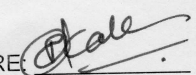

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE  NAME: Prithviraj P. Kale DATE: 20-01-2020



OFFER LETTER

Date: 17.01.2020

MR. Dhiraj Dipak Patil
ESTHER collage Kolhapur

Dear Dhiraj Patil

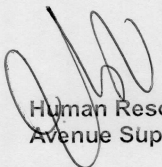
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

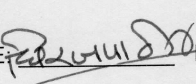

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:  NAME: Dhiraj Dipak Patil DATE: 20-01-2020



OFFER LETTER

Date: 17.01.2020

MR. Sourabh Amar Waichal
Chhatrapati Shahu Institute of Business Research & Education

Dear Sourabh Waichal

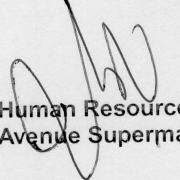
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

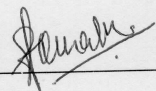

Human Resources*
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:  NAME: Sourabh Amar Waichal DATE: 20/01/2020

REF: GRPL/HR/Nov-21

16th November 2021

Offer Letter

To

Mr. Supriya Patil,

Dear Supriya,

Congratulations on being selected to be a part of the Xcaliber Family!!

With reference to your application and subsequent interviews and discussions with us, we are pleased to offer you a position with **Xcaliber Infotech Pvt. Ltd.** The details of terms and conditions of the offer are as enlisted below:

1. **Designation and Role:** You will be designated as **"Financial Analyst"**.
2. **Date of commencement of Employment:** You will be expected to report for duties on or before **22nd November 2021**.
3. **Place of Work:** You will be working from **Pune**, office* **Situated at, The Pavillion, 10th Floor, Senapati Bapat Road, Pune - 411016**. (*The office location may be subject to change as per needs of the business and work and are liable to be changed.)
1. **Pay, Compensation and Benefits:** You will be entitled for pay and compensation as given below:
 - a. **Annual CTC:** Your Annual Compensation would be **Rs. 4,00,000 (Four Lakh Rupees Only)**.
 - b. **Compensation Confidentiality:** Your Compensation is strictly confidential and shall not be discussed and/or divulged with anyone for any reason.
 - c. **Detailed Compensation Structure:** A detailed compensation break-up structure is given in **Annexure A**.
 - d. **Employment Agreement and Terms and Conditions:** Details of Employment agreement and terms and conditions of employment are enlisted in **Annexure B**

Please read this document carefully and thoroughly and sign on the second copy to indicate your acceptance of this Employment agreement and terms and conditions mentioned herein.

We look forward to having you aboard!!!

For Xcaliber Infotech Pvt. Ltd.



Ameya Kandalkar
Director

"ANNEXURE A"
COMPENSATION STRUCTURE:

Your individual compensation has been determined based on various factors such as your job, skills, specific background, and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total CTC will be **Rs. 4,00,000 (Four Lakh Rupees Only)** its composition will be as follows:

Name: Supriya Patil		
Designation: Financial Analyst		
Annual Cost to Company: Rs.4,00,000 (Four Lakh Rupees Only)		
With Effect From: 22nd November 2021		
[A] Salary Component	Per Month	Per Annum
Basic	13,333.33	1,60,000.00
Dearness Allowance	1,600.00	19,200.00
House Rent Allowance	5,333.33	64,000.00
Standard Allowance	4,166.67	50,000.00
PF Contribution	1,800.00	21,600.00
Special Allowance	7,100.00	85,200.00
Sub Total (A)	33,333.33	4,00,000.00
[B] Annual Benefits		
Leave Travel Allowance	000.00	000.00
Annual Performance Bonus	000.00	000.00
	000.00	000.00
Sub Total [B]		
	Grand Total (A+B)	400,000.00
	Cost to Company	4,00,000.00
Your Take Home Salary will be subject to: 1. TDS at Source. 2. Statutory deductions like Professional Tax, Provident Fund /ESIC (if applicable) and other such statutory deductions as indicated and required by the Government of India /State Government.		

"ANNEXURE B"

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | **Email:** contact@xc caliberinfotech.com | **Website:** www.pi108.com

EMPLOYMENT AGREEMENT

Employment Terms and Conditions: Your acceptance of this offer would imply acceptance of Terms and Conditions of Employment and association with Xcaliber Infotech Pvt. Ltd. A detailed Employment agreement will be issued to you on your date of joining Xcaliber.

1. BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

2. NO-SHOW:

Failure to report at the specified office on the specified date shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

3. REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.

4. PROBATION PERIOD:

You will be on **Probation for 6 months** from the date of joining. On successful completion, the probation would be confirmed. In the event if your performance is found unsatisfactory, Company can terminate services by giving one month notice or one-month salary.

5. LEAVE:

You would be entitled for 1.75 paid leave for each full month of your service.

6. ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement, without the prior written consent of the Company.

7. HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

8. DOCUMENTATION:

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | **Email:** contact@xcaliberinfotech.com | **Website:** www.pi108.com

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreement).

9. INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

10. UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work in such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

11. CONFIDENTIALITY & NON-DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media, and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company. You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients whom you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

12. NON-COMPETE & NON-SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts, or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

13. WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

14. TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the **EMPLOYEE**; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: If the employment is terminated without Cause, the **EMPLOYEE** will be provided with a 30-day written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

15. TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 90 days must be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

16. MORAL CONDUCT:

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | **Email:** contact@xcaliberinfotech.com | **Website:** www.pi108.com

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

17. ALTERNATIVE EMPLOYMENT:

You will be a whole-time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

18. COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company. In the event of your resignation/termination you are obliged to return all the company's property like access/ID card, documents, machines data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

19. CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

20. CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

21. PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place or posting including to consent to add/or agree to certain other agreements.

DECLARATION:

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | **Email:** contact@xcaliberinfotech.com | **Website:** www.pi108.com

This is, to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

Signature: _____

Date:

Name: Supriya Patil

Date: 11-Jan-2021

Mr Akshay Ghanekar,
Sainath colney Line Bazar
Kasaba Bavada
.
.
KOLHAPUR-416006.

Subject: Employment Letter

Dear Akshay,

We are pleased to inform that you have been selected for employment with **StateStreet Syntel Ser Pvt Ltd** as **Associate KPO (GCM 2)**. Your total emoluments are **Rs. 247000/-** per annum and are described in "Annexure A". Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

You will be able to opt for Flexi Pay option to the extent of Basket of Allowance (BOA) amount. Flexipay covers various allowances inclusive of Leave Travel Allowance, Telephone Reimbursement, Meal Allowance etc. Option to avail flexipay will be available on our payroll vendor portal, post your first payout effective your date of joining.

Your appointment is transferable and the Company at its discretion may transfer you to any other department or to any place in India or outside India and as such you may at any time be transferred to any of the offices of the Company, its associates, affiliates or organizations with whom the Company has transactions whether the office, subsidiary, associates, affiliates or organizations is in existence today or to be set up hereafter. While every attempt would be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately.

Your employment shall be confirmed effective from your date of joining the Company.

Either party can terminate this employment agreement by providing a notice period of 90 days, to the other party. Payment of basic pay in lieu of such notice, to the other party, will be at the sole discretion of the company.

For Company Initiated relocation request, relocation reimbursement will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of relocation.

Your retention in Company's employment will be subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination as and when considered necessary.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary.

The terms and conditions of the employment are listed in "Annexure B".

You are requested to report to duty in our office on **11-Jan-2021**, at **9.30 am** at the following address: **Unit S -4, Training Room No-1, A-Wing, Plot No B-1, Software Technology Park, MIDC Talawade, failing which this employment offer shall be considered null and void.**

Please return the acceptance copy (Annexure C) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

Company is committed to protect your privacy. The Privacy Statement ("Statement") explains how we use and protect your personal data in our human resources systems throughout the course of your employment relationship with the Company. This privacy statement is available on our website portal (<https://www.atos-syntel.net/legal>) for your reference.

We take this opportunity to welcome you to the Company and look forward to a very fruitful association with you.

Yours sincerely,
For StateStreet Syntel Ser Pvt Ltd,



Adarsh Krishna
Head - Global Recruitment Cell

Encl: Annexure A – Remuneration Details; Annexure B – Terms and Conditions of Employment Annexure C - Acceptance Copy.

I accept the employment offer on the stipulated terms and conditions (including Annexure A and B) and shall join the Company on

Date & Signature _____.

Block S-5 Plot No. B-1, MIDC Software Technology Park, Talawade, Tal - Haveli, Pune-411062, India, Tel:020-30615000/40701000
Registered Office: 2nd Floor, Building No 4, Raheja Mindspace, Airoli Navi Mumbai – 400708, India. T.: +91 22 6704 6402

Annexure A – Remuneration Details**Name:** Mr Akshay Ghanekar**Designation:** Associate KPO**GCM Level:** GCM 2

Compensation Components	Annual (Rs.)
Salary & Allowances	
Basic Salary	75950
House Rent Allowance	37975
Advance Statutory Bonus	28800
Basket of Allowance	55094
Total Salary & Allowances (A)	197819
Company's Contribution to Provident Fund (PF) (B)	19181
Total Gross Emoluments C = (A+B)	217000
Monthly Incentive Plan* (D)	30000
Total Cost to Company (CTC) (C+D)	247000

Note:

- (1) The Salary / allowance structure is liable for modification from time to time and all payments are subject to appropriate taxation as per the Income Tax Laws.
- (2) All payments would be as per company rules & regulations and administrative procedures / regulations. Individual components and amounts against each component may undergo modification from time to time depending on statutory regulations.
- (3) As per the Company policy, you will be covered under a company provided Medical Insurance.
- (4) You can opt for Provident Fund @12% of basic as your contribution and company contribution towards Provident fund. This is a Scheduled activity you will be communicated in advance to avail this benefit.
- (5) Advance Statutory Bonus amount is currently paid on monthly basis and is adjustable against any liability, statutory or otherwise that may arise in the future. The frequency of payment of "Bonus" Component is subject to further modification as per Management Discretion

Variable Component - *Monthly Incentive Plan (MIP)		
Performance Slabs	% Number	Annual Payout
A	20	30000
B	30	18000
C	45	12000
D	5	Nil

* The MIP starts after two months from your date of Joining. MIP will be payable on the basis of achievement of the pre-defined targets decided by your manager every month and the amount is payable monthly on the basis of the performance slab. Performance Criteria may undergo modification without prior notification. MIP Scheme may be withdrawn or modified without prior notification.


Adarsh Krishna**Head - Global Recruitment Cell**



Annexure B – Terms and Conditions

1. Work Related:

1.1 The Employee shall devote his/her full time to the work of State Street Syntel Services Pvt. Ltd. (hereinafter referred to as "Company"), and shall not undertake any other direct / indirect business/work/assignment etc. even on part-time basis whether honorary or remunerative, except with the prior written permission of the Company.

1.2 The appointment is being made in good faith on the basis of the Employee's resume and other information as provided by the Employee during the course of interview and mutual discussions. Company reserves the right to make suitable formal/ informal checks with educational institutions and previous employers of the Employee as may be applicable. The Employee is requested to produce all the documents as mentioned in the checklist attached on their date of joining. Any discrepancy in the information/ data provided by the Employee shall result in the termination of employment forthwith and the Employee shall indemnify the Company in full, for any losses suffered by the Company.

1.3 The Employee's designation is merely indicative of the responsibilities, which he/ she is required to carry out. Company shall be entitled to require the Employee, at any time, to perform any other administrative, managerial, supervisory, and/ or other functions and the Employee will be bound to carry out such functions by using his/her best efforts and, act in good faith and in the best interests of the Company.

1.4 The Employee shall not accept any presents, commissions or any kind of gratification in cash or kind from any person, party, firm or company having dealings with the Company or Company's group of companies and if the Employee is offered the Employee shall report the same immediately to the Company.

1.5 The Employee shall maintain and keep in his/her safe custody such books, registers, documents and other papers as may be issued to him/ her or may come in the Employee's possession and shall return the same when required by the Company.

1.6 The Employee will comply with all rules, regulations and procedures including service rules, practices, policies, etc. established by the Company as may be communicated from time to time, which are subject to modifications at the sole discretion of the Company. The Employee shall be bound by the same.

2. Location

2.1. The Company is fully entitled to place you at any of its location/affiliates in India or abroad or at the Company's customer location within India or outside India as the Company deems appropriate based on its business requirements. You shall also be subject to any transfer by the Company on a temporary or permanent basis to other job functions, departments and/or locations or any affiliates of the Group Company, based on the Company's business requirements. Any rejection or non-acceptance by you shall be deemed to be a breach of the Terms of Employment agreement and shall be subject to disciplinary action including but not limited to termination of employment by the Company. While every attempt would be made to give you reasonable advance notice of such transfer, however in case of emergency such transfers may be made effective immediately.

2.2 For Company Initiated Relocation Request

In the event that you are required by Atos|Syntel to relocate, Atos|Syntel may reimburse the cost (or a proportion) of such relocation (the "Relocation Expenses"). The relocation reimbursement is subject to recovery as below:

- a) Relocation reimbursement will be fully recovered in case of separations due to default from your end including but not limited to neglect of duties, misconduct/ misdemeanor or any other reason owing to breach of your employment agreement within 12 months of relocation.



3. Entitlement to Work

3.1 Procurement and timely renewal of relevant work permit in India shall solely be your responsibility and the Company shall render reasonable assistance and support on documents that you may require for this purpose. Your employment is subject to and conditional on you being legally entitled to live and work (for the Company) in India. You undertake to notify the Company immediately if You cease to be so entitled, in which event Your employment shall be deemed terminated and no compensation (with the exception of statutory dues payable, if any) shall be payable to You by the Company. The Company shall not be responsible for any liability whatsoever arising thereof.

4. Probation Period

4.1 Probation clause will not be applicable to You, as Your employment with the Company will be confirmed with effect from your date of joining.

5. Integrity and Professionalism

5.1 The company shall conduct reference checks, background checks and/or drug test before your date of joining with the company through a third party agency at its sole discretion to verify and authenticate details and documents furnished by you to the company. This offer is subject to your satisfactory completion of all the above verification made by the company. The company also reserves the rights to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. Background verification includes but is not limited to verification of your employment history and qualifications. The company reserves the right to make suitable formal/informal checks with the educational institutions and your former employers at its own discretion and you shall be deemed to have consented the company to do so. Company reserves the right to withdraw this offer of employment or terminate your employment if the result of any background screening check (which may be conducted at any time prior to or during your employment) or any act on your part which demonstrates (at the discretion of the Company) that you will not be able to carry out the inherent requirements of your employment to the Company's standards of integrity and professionalism.

Your retention in Company's employment will be subject to your continued medical fitness. Company reserves the right to ask you to undergo background verification/ medical examination if and when considered necessary.

6. Former Employer

6.1 In the event of You becoming party to any proceeding/(s) brought by any former employer at any time during or after Your employment with the Company, You recognize and agree that You shall have full and sole responsibility of responding to such action or proceeding and that the Company shall have no responsibility to participate in Your response to such action or proceeding whether at Your own costs or otherwise. You agree that you are not expected, at any time, to disclose, to the Company and/or any member of Atos|Syntel group of companies or its directors, officers or agents, the trade secrets or any other confidential information of your former employer or any other entity.

6.2 You have represented to the Company that You are not subject to party to any restrictive covenant, non-compete, non-solicitation, intellectual property, or confidentiality agreement or any other agreement that would limit or restrict Your scope and ability to work in any way for the Company or any member of the Company's group of Companies.

6.3 You have represented that you are not bound by any previous agreement in any way whatsoever from your previous employment that would limit or restrict your scope of ability to work in any way for the Company or Company's group of Companies. In the event of you having any obligation binding from your previous employer, you undertake to declare and hold the Company harmless and not responsible thereby releasing the Company from any such dispute related to your previous employment.



6.4 In case of any breach or misrepresentation on Your part in the above, the Company reserves its right to terminate your services forthwith which will be without prejudice to the right of the Company to be indemnified by You in respect of any litigation/proceedings that the Company or any member of Company's group of Companies may have to face on account of your breach or misrepresentation as above.

7. Hours of Work

7.1 Details with regards to Hours of work is covered in our Company's Policy which is available in our internal portal for the employees to refer. Further you will be required to work the hours necessary to fulfill the responsibilities of your role.

8. Remuneration

8.1 The entitlements of your Total Compensation are subject to any Company policy, procedure or guideline that may be issued from time to time. All perquisites and benefits including reimbursements if any applicable to you are subject to applicable tax provisions which may be applicable including taxation on perquisite value

8.2 Your remuneration package has been shared with you as part of the offer letter issued to you.

9. Retirement

9.1 The Employee will retire from the Company services on reaching the age of 60 (sixty) years or earlier if found medically unfit. The age or date of birth already given by the Employee in his/her application form would be treated as binding and final. The actual date of retirement shall be the last date of the calendar month in which the Employee was born.

10. Mediclaim, Personal Accident Insurance

10.1 You will be covered by the Company's Mediclaim and Personal Accident Insurance Policy as per its rules/ regulations.

11. Annual Leave and Public Holidays

11.1 Our leave year runs from 1 January to 31 December. Your annual leave entitlement will be 33 days. Additional paid holidays are declared each year for public holidays and the Company will update the list of paid holidays for the calendar year in the internal portal of the Company.

11.2 You will be eligible for leave as per the Policy announced by the Company from time to time. All leave applications, approvals, rejections, etc., must be in line with the HR Policy laid down and as applicable from time to time. The Company reserves the right to cancel any approved leave for reasons of business requirements and you are expected to provide full co-operation and adhere to such requests of the Company. The Company is also entitled to, suo moto, ask you to go on leave for such number of days and on such terms and conditions as intimated to you by the HR Department without assigning any reason to you.

11.3 Any un-authorized leave or excess leave by you will entitle the Company to terminate your employment.

11.4 Full details of the policy regarding annual leave and holidays are available on the Company's internal portal.

12. Specialized Training & Knowledge Acquisition

12.1 If the Employee has to undergo any specialized training in the Company or arranged by the Company, the Employee will have to execute a training agreement and an indemnity bond to serve the Company for a minimum period as mentioned in the said training agreement and an indemnity bond. Any violation of the terms will entitle the Company to recover liquidated damages as mentioned in the said training agreement and an indemnity bond. During employment, Employee agrees to undergo any specialized training as required by the Company.



12.2 On deputation to a client site for knowledge acquisition and subsequent knowledge transfer on a client's application, either for development, enhancement, maintenance, support or otherwise, the Employee will be understood to have gathered intellectual property on behalf of the Company. As a consequence, the Employee commits to serve the Company for a minimum period as mentioned in the said training agreement and an indemnity bond from the date of return to India from the onsite engagement. Any breach of this clause will entitle the Company to recover liquidated damages as mentioned in the training agreement and an indemnity bond.

13. Confidentiality

13.1 So long as the Employee is in the employment of the Company, providing certain products and/or services to the Company and/or on behalf of the Company, he/ she will, at all times, observe secrecy and confidentiality in respect of technical, trade or business data or any other information that might come to his/her knowledge or possession (herein collectively referred to as the "Confidential Information"), which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore. The Employee shall use the Confidential Information solely for the purpose of and on behalf of the Company. The Employee will not disclose Confidential Information without authority of the Company to anyone other than the Company's authorized person and even after the Employee has ceased to be in the service of the Company, the Employee shall not disclose Confidential Information to anyone. The Employee hereby acknowledges that the Company and its clients are subject to certain privacy regulations and/or contractual obligations, pursuant to which the Company shall be required to obtain certain undertakings from the Employee with regard to privacy, use and protection of non-public information of the Company and/or its clients (of client's customers) or any prospective clients. Employee agrees that (a) he/she shall not disclose or use any client/customer data except to the extent necessary to carry out its obligations under this Agreement and in accordance with applicable privacy laws; (b) he/she shall not disclose client data to any third party without the prior consent of the Company and/or client (c) he/she shall maintain, effective information security measures, in accordance with the policies of the Company and /or client and as otherwise necessary to protect client data from unauthorized disclosure or use; and (d) he/she shall notify the Company in writing immediately upon becoming aware of any such unauthorized disclosure or use of the Company and/or client data in detail. The obligations set forth in this clause shall survive termination of the Agreement indefinitely.

13.2 The term "Confidential Information" does not include information which (i) is already in Employee's possession, or (ii) becomes generally available to the public other than as a result of a disclosure by the Employee or (iii) becomes available to the Employee on a non-confidential basis from a source other than the Company and/or Company's clients. Employee further agrees that disclosure of the same shall be with prior permission of the Company.

13.3 The Employee agrees to promptly re-deliver to the Company, upon request/ in the event of his/ her ceasing the employment with the Company, i) all drawing, blue print or other reproductions or other data, tables, calculations, letter or other documents or other writing or copy of writing of any nature whatever pertaining to the business of the Company, ii) Confidential Information including all Intellectual property rights, whether registered or unregistered on any tangible media. The Employee will not retain any copies, extracts or other reproductions in whole or in part of such material. The Employee further agrees that breach of this confidentiality clause could cause irreparable damage to the Company and that the Company shall be entitled to any and all injunctive relief, as well as monetary damages, including reasonable attorney fees, for such breach.

13.4 From time to time, Company's customers/clients and other business requirements may require all employees to sign special Non-Disclosure Agreements ("NDA's"). These NDA's may be process/ client specific or could represent a regulatory requirement. The Employee agrees to sign and comply with the terms and conditions of the said NDA's, as and when required.



14. Data Protection

14.1 The Company may be required to process, transfer and store your personal and sensitive data in any of the other locations of the Company or any member of the Company's group of companies that may not be your home location (including amongst others, transfers of your health information to another office of the Company) for inclusion in our central HR system.

14.2 By signing this contract, you acknowledge and agree that we are permitted to collect and hold personal data about you as part of our personnel and other business records and that the Company may use such information for the purpose of conducting background checks, administering your employment and other purposes directly related to your employment.

14.3 You agree that we may disclose such data to third parties in the event that such disclosure is in our view required for the proper administration of your employment and other matters directly related to your employment. This clause applies to information held, used or disclosed in any medium.

14.4 For further information, please refer to the Information Security Policy, which is available on the Company's internal portal.

15. Period of Notice

15.1 You or the Company may terminate your employment by giving the other party written notice as follows: -

- a) Notice period will be 90 days. During the term of Your employment, if You undergo any change in GCM Level, notice period prevailing to that GCM Level will be applicable to You as per HR Policy.
- b) If you have signed any other agreement with the Company or any member of Atos Syntel group of companies that provides for a larger notice period than enumerated in Section 15.1 (a), then that larger notice period shall apply. (The above is collectively referred to as "Notice Period"). The expression like being in the employment of the Company, during your employment term etc., includes Notice Period also.

15.2 The Company reserves the right to make a payment of basic pay in lieu of such Notice Period.

15.3 The Company may terminate your employment summarily with immediate notice in the event of gross misconduct/misdemeanor or a serious breach of your employment obligations.

15.4 We may, at any time during your Notice Period (whether notice is given by you or by the Company), and in Our absolute discretion alter your duties.

16. Return of Property

16.1 When Your employment ends (or earlier on demand by the Company) you are required to return all Confidential Information, and all the Company property and equipment in an acceptable condition.

16.2 Subject to any written regulations issued by the Company which may be applicable, neither You nor any member of Your family, nor any company or business entity in which You or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by You on behalf of the Company and/or any member of Company's group of companies and if you, any member of your family or any company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit You will forthwith account to the Company or the relevant member of Company's group of companies for the amount received or the value of the benefit so obtained

17. Receipt of Payments and Benefits from Third Parties

17.1 Subject to any written regulations issued by the Company which may be applicable, neither you nor any member of your family, nor any company or business entity in which you or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by you on behalf of the Company and/or any member of Group of Companies and if you, any member of your family or any company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Company or the relevant member of the Companies for the amount received or the value of the benefit so obtained. Subject to any written regulations issued by the Company which may be applicable, neither you nor any member of your family, nor any company or business entity in which You or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by you on behalf of the Company and/or any member of the Group of Companies and if you, any member of your family or any company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Company or the relevant member of the Group of Companies for the amount received or the value of the benefit so obtained.

18. Conflict of Interest

18.1 You undertake and agree to mention that you would conduct yourself with the highest standards of integrity, honesty and fairness to avoid any conflict between your personal interests and the interests of the Company. You further state that you do and would not have any direct or indirect interest in a competitor, customer/client or vendor/supplier of the Company or to any member of Company's group of companies to the extent or nature that it affects, or appears to affect, your responsibilities to the Company. The interest shall also apply in the manner of seeking or accepting any form of benefit, gift, privilege, financial interest, employment with or become directly or indirectly involved as an independent contractor, consultant or otherwise with any competitor/client/vendor of the Company or any member of Company's group of companies. You shall not personally take advantage of a business opportunity rightfully belonging to the Company or any member of Company's group of companies or derive personal profit, gain or advantage (other than rightful compensation from the Company) as a result of any transaction undertaken on behalf of the Company or any member of Company's group of companies.

19 Policies and Procedures

19.1 The Company has adopted a number of employment and business policies and procedures. You must comply with the Company's policies and procedures (as amended, removed or replaced from time to time), including the Code of Conduct and or the employee handbook. You will have access to all of the Company policies and procedures including the Code of Conduct, on the Company's internal portal site. You must familiarize yourself with them and you agree to be bound by them as applicable from time to time. No separate agreement is required for you to be bound by such policies and procedures from time to time.

19.2 We reserve the right to change existing policies and procedures or introduce new ones from time to time. Information about new policies and procedures or changes to existing ones including the Code of Conduct will be communicated through the Company's internal portal and/or employee communications.

State Street Syntel Services

A State Street and Syntel Company

19.3 Disciplinary procedures or any other applicable procedures in the circumstances may be implemented for failure to comply with the Company's policies and procedures up to and including dismissal.

19.4 You also declare that You have not been convicted nor pleaded guilty for violating any central, state or local law, regulation or ordinance nor has any criminal charges presently pending before any court of law.

19.5 You understand and agree that you will not involve/make the Company and/or any member of Company's group of companies, as a party or otherwise, into any disputes/court proceedings/investigations/allegations arising out of or related to any matter which is personal to you. You also agree and undertake to keep the Company and/or any member of Company's group of companies indemnified at all times should the Company and/or any member of Company's group of companies suffers or incurs any damages and expenses whatsoever in this regard.

19.6 Should you be alleged/convicted in any crime or offence in any country of whatsoever nature, you will immediately inform Our HR and adhere to all the disciplinary procedures as the circumstances may demand.

20. Information, Assets and Systems:

20.1 When you join the Company You may have access to phones, e-mail, the Company's internal portal, internet and other equipment and systems. These form part of Our IT and communication systems and you will be required to use them in accordance with the policies relating to them. We may implement our disciplinary procedure if you fail to comply with them and in certain circumstances, this could amount to gross misconduct leading to dismissal. You should refer and adhere to the Code of Conduct and the Company Policy Standards for further information on these policies.

21. Deduction from Remuneration

21.1 The Company may deduct from your remuneration any overpayment made to you, any benefits including leave taken by you beyond entitlement or amounts owed by you to the Company, to the extent permitted by law.

22. Discipline:

22.1 Details of our disciplinary procedures are available on the Company's internal portal. These procedures do not form part of your Employment Agreement.

22.2 We reserve the right to place you on leave of absence ("Suspension") at any time during your employment, on terms and for periods as we determine appropriate pursuant to applicable laws. This includes (but is not limited to) where we are carrying out investigation and/or disciplinary procedures against you for breach of Terms of Employment or other allied matters.

23. Taxes:

23.1 You shall be solely responsible for declaring and paying all taxes to the relevant tax authorities due on payments made and benefits provided to you by the Company and/or any member of Company's group of companies. The Company shall deduct any statutory dues/taxes from amounts paid to you, as per applicable laws.

24. Changes to Your Terms of Employment

24.1 On matters not specifically covered in the Terms of Employment, You shall be governed by the Company's Policies/ Terms and Conditions/ employee handbook service rules, practices, etc. which are liable for modifications, additions, total or partial withdrawal, suspension/ revocation, etc. from time to time. The Company's decision on all such matters shall be final and binding on you.



24.2 In relation to the benefits (not being a statutory benefit) referred to in this Employment Agreement, we reserve the right to withdraw and/ or alter their terms without notice at any time. We will exercise reasonable discretion if we change the benefits or exclude you from them.

25. Warranty

25.1 You represent and warrant that You are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits You from fully performing the duties of Your employment, or any of them, in accordance with the terms and conditions of this Employment Agreement.

26. Entire Agreement

26.1 These terms and conditions supersede any previous agreement, whether oral or in writing, between you and the Company or any other member of Company's group of companies in relation to the matters dealt herein and represent the entire agreement between you and the Company. This Employment Agreement or any part thereof may be modified in writing and all such modifications shall be effective when signed by both the parties hereto.

27. Waiver

27.1 It is hereby agreed that failure of the Company to enforce at any time or for any period of time the terms and conditions contained herein shall not be construed to be waiver of any of the terms and conditions or of the right thereafter to enforce each and every term and condition of this Employment Agreement.

28. Software Related:

28.1 The Employee is strictly prohibited from bringing in the office premises, any unauthorized or infringed copies of software or downloading any infringed or non-patented software in the computer systems (from external sources or otherwise) or copying software from one computer system to another which may include any violation of the provisions of the Copyrights Act or any other intellectual property rights (IPR) laws. Employee shall not introduce or bring into the Company or its clients' systems, any virus, trojan horses, computer code designed to disrupt, disable, harm, or otherwise impede the operation of software or firmware or any computer or network or that would disable the software or firmware or any computer or network or impair in any way their operation. Violation of this clause will be regarded as a serious offence and the Employee will be subjected to appropriate disciplinary action as per the policies of the Company. For the purpose of maintaining confidentiality of data, information, assignment of IP rights, non-solicitation, non-compete, non-diversion the term State Street Syntel Services Pvt. Ltd is deemed to include the Company and all its affiliated group companies

.

29. Intellectual Property Rights:

29.1 The Employee agrees to inform the Company of full details of all the inventions, discoveries, concepts, ideas, etc. (collectively called "Developments"), whether patentable or not, including but not limited to, hardware and apparatus, products, processes and methods, formulae, computer programs and techniques, as well as any improvements and related knowledge, which the Employee conceives, improves, completes, or puts in to practice (whether alone or jointly with others) while being in the employment of the Company, and which relate to the present or prospective business, work or investigations of the Company; or which result from any work the Employee does, using any equipment, facilities, materials or personnel of the Company; or which has or have been developed by the Employee or under the Employee's supervision, or which result's from or are suggested by any work, which the Employee does or may do for the Company.



29.2 The ownership of all "developmental" work and documentation created by the Employee shall from the moment of its creation, vest in the Company. Thus, the Employee agrees to assign and hereby assigns to the Company/ Companies nominee, Employee's entire right, title and interest in —

- all Developments;
- all trademarks, copyrights and mask work rights in the developments; and
- all patent applications filed, patents granted on any development, including those in foreign countries, which the Employee conceives or makes (whether alone or with others) while being in the employment of the Company or within two (2) years of the end of their employment (if conceived as a result of the Employment with the Company).

29.3 The Employee acknowledges existence of the Company's present and future products, know-how, processes, software products, programs, codes, documentation and flowcharts in any form and agree to abide by the procedures of the Copyright Law or any other applicable IPR laws in force, in India and foreign countries, which prohibits the reproduction of such protected works, in whole or in part, or in any form or by any other means, without the prior written permission of the Company.

29.4 The Employee agrees to assign to the Company his/her entire right, title and interest in any invention or improvement that the Employee might make solely or jointly with others, during the course of his/her employment with the Company relating to any and all products, services, software, software tools marketed or manufactured or developed and that the Employee will perform any 'acts and execute such documents, without expenses to the Employee which, in the judgments of the Company or its attorneys may be needful or desirable to secure to the Company, patent protection and any or all rights relating to such invention or improvement.

30. Non-solicitation / Non-compete:

30.1 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, directly, indirectly, or through any other party, solicit business from or perform services for any the Company's client or any prospective client, with whom he/she had any contact with or exposure to pursuant to this Employment Agreement.

30.2 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, seek engagement or employment, either full-time or contractually with any organization that is likely to deploy the Employee on project or assignment in Offshore or Onsite client engagement where the Company is already working for the same client and where the Employee had been engaged in a project with the client organization for a period exceeding one month.

31. Non-diversion of Employees:

31.1 During the term of this Employment Agreement and for a period of one (1) year subsequent to the termination of this Agreement, the Employee will not, without the prior written consent of the Company, directly, indirectly, or through any other party solicit and/or offer an employment to a persons, who are then, or were during the previous six (6) months, employees of the Company or any the Company subsidiary / associate / affiliate.



32. Arbitration:

32.1 Any dispute and/ or difference arising out of or relating to the Employment Agreement (including exhibits attached thereto) including interpretation of its terms will be resolved through joint discussion. However, if the disputes are not resolved by discussions then the matter will be referred to an Arbitrator, who shall be a person nominated by the Company. The proceeding of the arbitration shall be conducted in Mumbai. The decision of the arbitrator shall be final and binding on the parties. The language of arbitration shall be English.

33. Remedies:

33.1 Notwithstanding clause 8 above (Arbitration clause), the Employee agrees that his/her failure or neglect to perform, keep, or observe any term, provision, condition, covenant, warranty, or representation contained in this Employment Agreement, the confidentiality agreement or any other agreement between the Employee and the Company, will cause the Company immediate and irreparable damage and that the Company is, in addition to all other remedies available to it, entitled to immediate injunctive and equitable relief from a court having jurisdiction to prevent any breach and to secure the enforcement of its rights hereunder.

33.2 Remedies for damages procuring prior to the Company's knowledge of breach or until action in breach ends and related in any way to the effects of the breach shall include but not be limited to monetary damage, liquidated damage, attorney's fees and other cause related to the action.

34. Governing Law:

34.1 The validity, construction, interpretation and performance of this Employment Agreement will be governed by Indian laws and adjudicated upon by a competent court in Mumbai.

35. Severability:

35.1 If any clause in this employment agreement is held invalid, illegal or unenforceable for any reason, that provision shall be severed and the remainder of the provisions of this employment agreement will continue in full force and effect as if this employment agreement had been executed without such invalid provision.

36. Clarifications:

36.1 For any further clarifications about the above clauses or any interpretation of the above clauses, the Employee may approach the HR team.

37. Notices

37.1 All notices under this Employment Agreement shall be sent by post and/or email at the following addresses

For StateStreet Syntel Ser Pvt Ltd

Block S-5 Plot No. B-1, MIDC Software Technology Park, Talawade, Tal - Haveli, Pune-411062,India,Tel:020-30615000/40701000, CIN No:U72200MH2004PTC144362.

For Mr Akshay Ghanekar

Sainath colney Line Bazar,Kasaba Bavada,,KOLHAPUR-416006.



For State Street Syntel Services Pvt. Ltd

Adarsh Krishna

Date.....

Confirmed and agreed to

Signature.....

Employee Name.....

Date.....

Ref: HR/JUN/21/B1/58976407/60198853/1000993297

Date: 29 June, 2021

Rajiv Jadhav
Mauli Raj Nivas, Javahar Road
Murgud
Murgud, Tal- Kagal 416219
Maharashtra, India

Dear **Mr. Rajiv**

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

We are pleased to offer you employment as **Department Manager Trainee in Assistant Manager - B1 grade** in our business on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at **Pune, Maharashtra.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 05 July, 2021 and successful clearance of the Pre-Employment Medical Examination.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,795/- (Rupees Twenty Seven Thousand Seven Hundred Ninety Five Only) per annum.

This includes:

- Provident Fund @ 12% of Basic Pay + Personnel Special Allowance (as per applicability) capped to a maximum of Rs.1800/- per month. This cap may be amended upon changes in legal provisions.
- Gratuity @4,81% of Basic Pay.

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.
www.relianceretail.com

change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

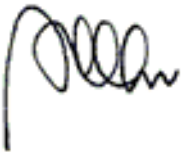
The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited



Lalatendu Kar

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____

DATE: _____

Annexure 1A			
Name: Rajiv Jadhav			
EARNINGS			
CTC Components		Proposed CTC (Rs.)	
		Monthly	Annual
A. Fixed Pay			
1	Basic Pay	10,733	1,28,790
Choice Pay			
2	Conveyance	Refer to Annexure 1B	
3	Fuel & Maintenance	Refer to Annexure 1B	
4	Leave Travel Allowance	Refer to Annexure 1B	
5	Medical Reimbursement	Refer to Annexure 1B	
6	Bonus*	2,147	25,758
7	Residual Choice Pay	4,439	53,262
Housing			
8	House Rent Allowance	5,366	64,395
Insurance**			
	GPA Insurance Premium	Refer to Annexure 1B	
9	Group Term Life Insurance Premium	Refer to Annexure 1B	
10	Medical Insurance Premium	Refer to Annexure 1B	
Retirals			
11	PF - Employer Contribution	1,800	21,600
12	Gratuity (4.81% of Basic)	516	6,195
Total Fixed Pay [A]		25,000	3,00,000
Total CTC (A)		25,000	3,00,000
Note: The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.			
(*) In case of employees that are entitled to Bonus under the Payment of Bonus Act 1965.			
(**) For Insurance Premium debits, please refer Annexure 1B			

Annexure - 2**TERMS AND CONDITIONS OF EMPLOYMENT****1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:**

Your appointment is subject to:

- a. Medical Fitness: You being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. PROBATION:

You will be initially on probation for a period of Six Months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 days' notice in writing by either side or payment of 30 days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment can end through three months' notice or payment of Basic salary in lieu thereof by either side. You shall attend duties till you are relieved from services in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

3. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary of the company. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

4. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that:

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder.
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein.
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions.
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants.

- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.
- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

5. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company.

You are required to engage yourself exclusively in the work assigned by the company and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.
- e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the company, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You

will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

- f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.
- g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

- h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. **Safe-keeping of Company's property:** You will 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 use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a 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.

- j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.
- k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or non-public communication with any customer or member of the investment community or media or in any communication.
- m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.
- n. **Model Release:** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.
- o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.
- p. It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

6. TERMINATION OF EMPLOYMENT:

- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.
- b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.
- d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - i. Return to work within 8 days from the commencement of such absence, and
 - ii. Give an explanation to the satisfaction of the Management regarding such absence
- e. **Medical Fitness:** 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 may be terminated from employment.
- f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- g. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency.
- h. **Suspension:** You may be placed under suspension, without salary, pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- i. **Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
- j. **Non-compete:** In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of the company or any of its Group Companies.
- k. **Recovery of Payments:** Payments / reimbursements made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the company before completion of one year of joining.

7. AUTHORIZATION FOR ANTECEDENT VERIFICATION :

You have hereby given no objection in the Company (Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhaar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that company has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

8. GENERAL:

- a. **Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.
- b. **Rules Regulations and Policy on Ethics:** You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.
- c. **Media Interaction:** You will not interact with the media - electronic, print or otherwise in
 - i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.
 - ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.
 - iii. You shall also not disclose non-public information selectively to any particular group as it may lead to

unfair advantage / discrimination.

- iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.
- v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.
- d. **Dispute Jurisdiction:** It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
- e. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.
- f. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:** You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:** It is desirable that you have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Travel:** You shall make your own transport arrangements to and fro from the place of work.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:

Signature:

Date:

January 13, 2020

Mr. Pawan Koli,

Dear Pawan,

We are pleased to offer you the position of **Relationship Management - Associate** with Jain Sons Finlease Limited (Intellegrow). The details of your job responsibilities will be communicated to you once you join.

Annexure-I provides an indicative breakup of your salary. You shall be starting on probation for 3 months which gets confirmed on satisfactory performance.

Your employment with us will be governed by our Terms and Conditions as detailed in the Employment Contract (which you are required to sign upon joining). You will also be governed by any rules, regulations, policies and practices of the Company, some of which may be amended from time to time.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below indicating your acceptance of our offer and mail a confirmation letter to us within two days, failing which this offer stands null and void.

We hope this is the beginning of a mutually beneficial relationship.

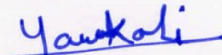
Sincerely,
For, **Jain Sons Finlease Ltd. (Intellegrow)**


Neelam Bharate
Head – Human Resources

Acceptance of Offer

I hereby accept the position and terms and conditions of employment offered.

Please sign and date your acceptance.


14-01-2020

JAIN SONS FINLEASE LIMITED

Registered Office & Corporate Office:
12B, 3rd Floor, Techniplex-II IT Park, Off. Veer Savarkar Flyover, Goregaon (West),
Mumbai - 400062, Maharashtra, India
Telephone: +91-22-6249 2700 ; Fax: +91-22-2649 2789
CIN No.: U65910MH1998PLC333546 ; RBI Reg. No.: B-09.00441
intellegrow.com

08th October 2020

To,
Pawan Koli
ASHV-202

Subject - Change in the name of the organization

Dear Pawan,

This letter is to announce that we have changed our official company's name from **IntelleGrow (Jain Sons Finlease Limited) to Ashv Finance Limited**. However, your employment shall be based on similar terms and conditions governing your existing terms of employment. Your services shall be deemed to have been continuous and not have been interrupted by reason of the name change.

We will now onwards be using this new name officially for all the communications. We look forward for your continuous support and co-operation.

For Ashv Finance Limited,



Neelam Bharate
Head -Human Resource

ASHV FINANCE LIMITED (Erstwhile Jain Sons Finlease Limited)

Registered Office & Corporate Office:
12B, 3rd Floor, Techniplex-II IT Park, Off. Veer Savarkar Flyover, Goregaon (West),
Mumbai – 400062, Maharashtra, India
Email: info@AshvFinance.com; Telephone: +91-22-6249 2700; Fax: +91-22-6249 2789
CIN No.: U65910MH1998PLC333546; RBI Reg. No.: B-13.02376

AshvFinance.com

Ref. No. : HR/PR03/G0131/01022020/01651

Date : Feb 01, 2020

To,

Mr. GAURAV Y. CHOUGALE
SANGLI

Subject : Confirmation Letter

Dear Employee,

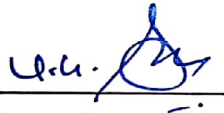
We are pleased to inform you that you have successfully completed the probation period and have been made a permanent employee of the company w.e.f. Feb 01, 2020.

While you will start enjoying all the benefits available to a permanent employee as per your eligibility & grade, but your responsibility towards the organisation increases manifold.

We wish you a very bright & a successful career ahead.

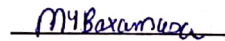
Thanking You,

NJ INDIAINVEST PVT. LTD.



Vatsal Soni

GM-Human Resource



Misbah Baxamusa

Vice President-Sales

01/Feb/2020 04:59 PM



FINANCIAL SERVICES | INFORMATION TECHNOLOGY | EDUCATION | REAL ESTATE | INTERIOR | WELLNESS | CHARITABLE TRUST

NJ India Invest Private Limited, Registered & Corporate Office: Block No. 901 & 902, 6th Floor, B Tower, Udhna Udyog Nagar Sangh Commercial Complex, Central Road No.10, Udhna, Surat - 394 210, Gujarat. Phone: 0261 4025901 E-mail: email@njgroup.in Website: www.njgroup.in
CIN: U67120GJ2000PTC037674

2019-20

Ref. No. : IIR/PR03/G0131/01022020/01651

Date : Feb 01, 2020

To,
Mr. GAURAV Y. CHOUGALE
SANGLI

Subject : Confirmation Letter

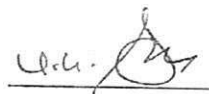
Dear Employee,

We are pleased to inform you that you have successfully completed the probation period and have been made a permanent employee of the company w.e.f. Feb 01, 2020.

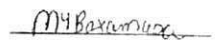
While you will start enjoying all the benefits available to a permanent employee as per your eligibility & grade, but your responsibility towards the organisation increases manifold.

We wish you a very bright & a successful career ahead.

Thanking You,
NJ INDIAINVEST PVT. LTD.



Vatsal Soni
GM-Human Resource


Misbah Baxamusa
Vice President-Sales

01/Feb/2020 04:59 PM



FINANCIAL SERVICES | INFORMATION TECHNOLOGY | EDUCATION | REAL ESTATE | INTERIOR | WELLNESS | CHARITABLE TRUST

NJ India Invest Private Limited, Registered & Corporate Office: Block No. 901 & 902, 6th Floor, B Tower, Udhna Udyognagar Sangh Commercial Complex, Central Road No.10, Udhna, Surat - 394 210, Gujarat. Phone: 0261 4025901 E-mail: email@njgroup.in Website: www.njgroup.in
CIN: U67120GJ2000PTC037674

Scanned with CamScanner

**OFFER OF APPOINTMENT**

With reference to your application and subsequent Interview held on 16th March, 2021, Director General is pleased to engage **Ms. Sharvari Balasaheb Patil**, as **"Tele-Advisor"** in **"AC&ABC Project"**, **MANAGE** on contractual basis initially for a period of **ONE YEAR** or till the services are required, or till the duration of project whichever is earliest, on consolidated payment of **Rs.30,000/- (Rupees thirty thousand only) per month**.

This offer is further subject to the following terms and conditions:-

1. She has to involve in all activities relating to the **"AC&ABC Project"** related works as assigned by **Dr.Saravanan Raj, Director (Agricultural Extension)**, **MANAGE, Hyd.**
2. This engagement is purely temporary and can be terminated by **giving a notice of thirty days**.
3. This offer will not confer any right whatsoever for claiming any further continuation or regular appointment in **MANAGE** or any other Projects/Schemes in **MANAGE**.
4. **The contract period is extendable for a further period based on requirement and subject to evaluation of performance by the committee constituted by Director General, MANAGE.**
5. She has to work from 09:00 A.M. to 5:30 P.M on all working days in the week (**Monday to Saturday**).
6. No TA/DA/HRA will be provided at Hyderabad. However, TA/DA will be provided for outstation tours and field work. **She will be entitled to travel by 3rd A/c in trains during official tours only.**
7. She will not be eligible for any other allowances and perquisites i.e. Medical and Transport. However **She** is eligible for EIGHT (8) Causal Leaves per calendar year (One CL per 45 days working period) with the prior approval of Reporting Officer.
8. **She** may resign from this assignment by giving at least **90 days'** notice to the Appointment Authority.
9. Income Tax will be deducted as per IT Act.
10. Any other activities assigned by the **Reporting Officer / Centre Head**.
11. Expenditure towards remuneration will be debited from **"AC&ABC Project"**.

Your appointment will be subject to production of following documents in original:

1. Certificate of Age,
2. Educational Certificates,
3. Experience certificates indicating the possession of required period of experience by the candidate,
4. Medical fitness certificate.

If the above terms and conditions are acceptable **Ms. Sharvari Balasaheb Patil** may report for duty on or before **31-03-21** to **Dr.Saravanan Raj, Director (Agricultural Extension)**, **MANAGE**.

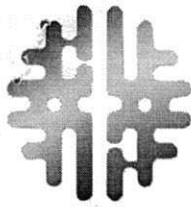
S. Raju
Deputy Director Administration

To
Ms. Sharvari Balasaheb Patil
Vadanage-416229, Kolhapur, Maharashtra
Mobile No. +91-7767867500
E-mail : sharvaripatilsp7@gmail.com

राष्ट्रीय कृषि विस्तार प्रबंध संस्थान (मैनेज)

(कृषि एवं किसान कल्याण मंत्रालय, भारत सरकार का संगठन, राजेन्द्रनगर, हैदराबाद - 500 030. टी.एस. भारत)
NATIONAL INSTITUTE OF AGRICULTURAL EXTENSION MANAGEMENT (MANAGE)
(An organization of Ministry of Agriculture and Farmers Welfare, Government of India)

Rajendranagar, Hyderabad - 500 030. T.S., INDIA
Telephone : +91 (040) 24594509
Fax : +91 (040) 24015388; Web : manage.gov.in



ReapMind Innovations Pvt. Ltd.

Kolhapur | Minnesota (USA)

Date 09th- December 2020

Name: ReapMind Innovations Private Limited
1142/A/2, 401, 4th Floor, Business Hub, Sykes Extension,
Kolhapur, Maharashtra
416001

RE: LETTER OF OFFER OF EMPLOYMENT – Jr. Android Developer

Dear Mr. Ruturaj Chavan

Following our recent discussions, we are delighted to offer you the position of *Jr. Android Developer* with *Our Organization*. *Our Organization* is one of the highly skilled service providers in the IT industry with expertise into various IT domains. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality output and results that exceed management's expectations. Overall, you are expected to execute complex Android development including backend in PHP and Frontend for our products and services as required by our management and clients.

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

Title: Jr. Android Developer

Job description: The job profile will involve complex android development as per our client requirements.

Expected Start date: 09th December 2020.

Take away home Stipend during Probation period (4 months) : 8,000 INR / Month

Take away home Salary post probation period: 10,000 INR / Month

Reporting relationship: Mr. Amol Magdum, Miss Nida Sheikh, Mr. Jaid Attar,

Vacation: At our organization, you will be allowed to take a maximum 2 days of personal leave with at least 3 days of prior notice and a formal (Email) approval from the management. Post these 2 days, each day will be considered as paid leave with respect to your per day salary amount.

Notice Period: This arrangement may be terminated by either party upon notice in writing to either party with notice period of 2 months.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Aroof Shaikh
CEO/ Director
ReapMind Innovations Pvt. Ltd.*

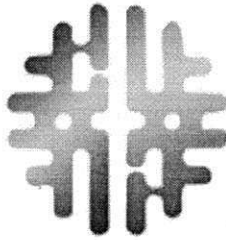
With the signature below, I accept this offer for employment.

Name

Date



2018-19



ReapMind
Innovations Pvt. Ltd.
Kolhapur | Minnesota (USA)

Date: 1st nov2021

Name: ReapMind Innovations Private Limited
1142/A/2, 401, 4th Floor, Business Hub, Sykes Extension,
Kolhapur, Maharashtra
416001

RE: LETTER OF OFFER OF EMPLOYMENT – Digital Marketing executive

Ms. Shreya Mahaveer Kittur

Following our recent discussions, we are delighted to offer you the position of Digital Marketing executive *With Our Organization. Our Organization is one of the highly skilled service providers in the IT industry with expertise into various IT domains. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.*

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality output and results that exceed management's expectations.

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

Title: Digital Marketing executive

Expected Start date: 2nd nov2021

Reporting Relationship: *Mr. Mohammad Jaid*

Probation: *There will be Three month probation period in which company can terminate employee anytime based on performance.*

Vacation: *At our organization, you will be allowed to take a maximum 2 days of personal leave with at least 3 days of prior notice and a formal (Email) approval from the management.*



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

Ref. Mail dated on 20/11/2020 regarding Selected Candidates

3 messages

Placement @ SIBER <cdc@siberindia.edu.in>
To: Mohnish Sharma <Mohnish_Sharma@ajg.com>

Sat, Nov 21, 2020 at 12:34 PM

Hi Sir,

Below are the final select candidates-

S.No	Name	Student Mobile	email	Designation
1	Aniket sanjay tambe	9921899915	anikett90@gmail.com	Accountant
2	Ashish Kumthekar	9096600587	akumthekar9@gmail.com	Process Assistant
3	Swarali H.Limaye	7558792261	limayeswarali4@gmail.com	Process Assistant
4	Yamini Waingankar	8668547960	yaminiwaingankar@gmail.com	Process Assistant

please keep updating us

Thanks and Regards,

With Thanks,

Dr. V. Ravi Kishore Kumar, Faculty Representative,
Career Development Centre,

Chhatrapati Shahu Institute of Business Education and Research

(www.siberindia.edu.in)

E-Mail: cdc@siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

Mohnish Sharma <Mohnish_Sharma@ajg.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>

Mon, Nov 23, 2020 at 10:17 AM

Cc: Shivani Harishchandre <Shivani_Harishchandre@ajg.com>, Manisha Miraje <Manisha_Miraje@ajg.com>

Respected TPO,

Further to the discussion, request you to inform the selected students to be ready with the below mentioned documents as part of documentation process. I will soon revert to you on the joining date once I have a confirmation.

- 1) 10th Marks Card
- 2) 12th Marks Card
- 3) Degree – All Semester Marks card (Final semester – Online copy)
- 4) PAN Card
- 5) E-Adhaar Card

7/22/22, 3:55 PM

CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH Mail - Ref. Mail dated on 20/11/2020 regar.

Kindly note, **E-Adhaar card is a mandatory document**. Please inform the student to download the same from the link (<https://uidai.gov.in/>) In case, if any student is unable to download from the link, request them to visit nearby Adhaar Enrollment Center and reapply for the same on immediate basis.

Also, please confirm if the college would be sharing the degree marks cards and convocation/ passing degree certificate of all the student's directly with us.

Thank you!

Thanks & Regards,

Mohnish Sharma

Team Manager – Human resource | Gallagher Service Center LLP

3rd Floor, Delta 2, Gigaspace | Viman Nagar | Pune 411014
Mobile:9518345796,Ext-52049,Mail-Mohnish_sharma@ajg.com



Insurance | Risk Management | Consulting

From: Placement @ SIBER <cdc@siberindia.edu.in>
Sent: Saturday, November 21, 2020 12:34 PM
To: Mohnish Sharma <Mohnish_Sharma@ajg.com>
Subject: Ref. Mail dated on 20/11/2020 regarding Selected Candidates

[EXTERNAL]

[Quoted text hidden]

Placement @ SIBER <cdc@siberindia.edu.in> Mon, Nov 23, 2020 at 10:19 AM
To: Mohnish Sharma <Mohnish_Sharma@ajg.com>
Cc: Shivani Harishchandre <Shivani_Harishchandre@ajg.com>, Manisha Miraje <Manisha_Miraje@ajg.com>

Namaste,
Received your mail. And will start the process.
Thanks & Regards

[Quoted text hidden]

2 attachments

image001.gif
7K



Gallagher

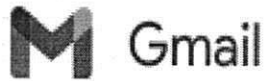
Insurance | Risk Management | Consulting



Gallagher

Insurance | Risk Management | Consulting

image001.gif
7K



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

DMart Campus Recruitment 2019-20 Kolhapur

2 messages

Parvathy Vishwanathan <parvathy.vishwanathan@dmartindia.com>

Fri, Jan 10, 2020 at 5:41 PM

To: cdc@siberindia.edu.in

Cc: Meruna Das <meruna.das@dmartindia.com>

Dear Sir,

Greetings from DMart, the fastest growing retail chain in India!

We are conducting a pool campus drive in Kolhapur at Chhatrapati Shahu Institute of Business Education & Research (CSIBER)

Date- 17th January 2020.**Time -9.00 AM**

Details of the position are as follows-

Job profile- **Management Trainees** for the role of **Department Manager** (Store Operations) (Position will be pan India post their training)

Compensation- **INR 3 Lakhs p.a**

Open to- Final Yr **Post Graduate Management** students with one or only specialization in **Marketing/ Operations/Retail Management** streams (2020 batch)

Age- upto **25 years**

Attached Job Summary gives details of the profile which candidates will perform once they have completed their training successfully.

Kindly let us know the availability of students. Please find attached tracker on which you have to share the students details.

Request your cooperation in arranging the pool by coordinating with other colleges in your area.

The process of interview is as follows -

1. Pre Placement talk
2. Online Aptitude Test
3. Personal Interviews of shortlisted candidates

Thanks & Regards,

Parvathy V

Avenue Supermarts LTD
Road No. 33, Near Kamgar Hospital,
Wagle Industrial Estate ,
Thane (W) - 400604, Maharashtra.
Ph -9769399263

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

2 attachments

 **campus student list format.xlsx**
9K

 **DM_Campus Job Summary.docx**
52K

Placement @ SIBER <cdc@siberindia.edu.in>
To: Parvathy Vishwanathan <parvathy.vishwanathan@dmartindia.com>

Fri, Jan 10, 2020 at 6:02 PM

Namaste madam,
Thank you for the mail. I will be conforming by tomorrow 10:30am.
With regards,
Dr. V. R. kishore kumar
[Quoted text hidden]



OFFER LETTER

Date: 17.01.2020

Miss. Shubhangi Dilip Alekar
CSIBER

Dear Shubhangi Alekar

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of INR 3 Lakhs* on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:

NAME: Shubhangi Dilip Alekar

DATE: 18.1.20



OFFER LETTER

Date: 17.01.2020

MR. Suroaj Kumar Dhondiram Patil
ESTER collage Kolhapur

Dear Suroaj Kumar Patil

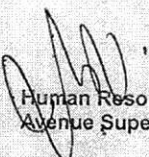
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

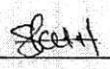

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:  NAME: Pankaj Suroaj Kumar DATE: 18-01-2020
Dhondiram



OFFER LETTER

Date: 17.01.2020

MR. Akshay Shankarrao Gharpade
CSIBER - Kolhapur

Dear Akshay Gharpade

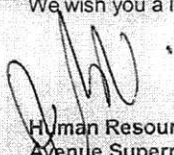
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

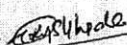

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:  NAME: Akshay Shankarrao Gharpade DATE: 18-01-2020



OFFER LETTER

Date: 17.01.2020

MR. Dhiraj Dipak Patil
ESIBER College Kolhapur

Dear Dhiraj Patil

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE NAME: Dhiraj Dipak Patil DATE: 20-01-2020



OFFER LETTER

Date: 17.01.2020

MR. Mayur Anantesh Shinde
CSIBER College Kolhapur

Dear Mayur Shinde

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of INR 3 Lakhs* on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

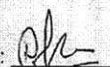

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:  NAME: Mayur D. Shinde DATE: 17.01.2020



OFFER LETTER

Date: 17.01.2020

MR. Prithviraj Kale
CSIBER - Kolhapur

Dear Prithviraj Kale

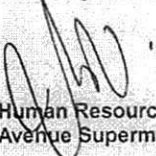
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

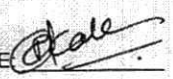

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE  NAME: Prithviraj P. Kale DATE: 20-01-2020



OFFER LETTER

Date: 17.01.2020

MR. Jadhav Rakesh Rajesh
CSJBER collage Kolhapur

Dear Rakesh Jadhav

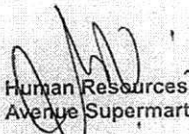
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!


Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: 

NAME: Rakesh .R. Jadhav

DATE: 17/01/2020



OFFER LETTER

Date: 17.01.2020

MR. Saikumar Jagannath murthy
ESTER collage

Dear Saikumar murthy

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of INR 3 Lakhs* on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Hustly NAME: Saikumar Jagannath. Murthy DATE: 21/01/2020



OFFER LETTER

Date: 17.01.2020

MR. Sandesh madhukar Chokakkar
CSIBER - Kolhapur

Dear Sandesh Chokakkar

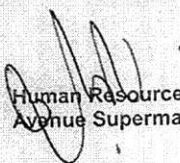
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!


Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Sandesh NAME: Sandesh Madhukar Chokakkar DATE: 18/01/2020



OFFER LETTER

Date: 17.01.2020

MR. Shubham Kiran Kavathekar
Chh. Shree Institute of business Education & Research

Dear Shubham Kavathekar

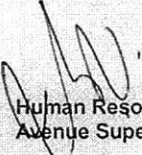
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

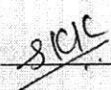

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:  NAME: Kavathekar Shubham Kiran DATE: 18-01-2020



OFFER LETTER

Date: 17.01.2020

MR. Sourabh Amar Waichal
Chhatrapati Shahu Institute of Business Research & Education

Dear Sourabh Waichal

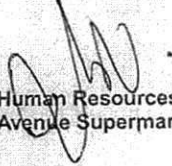
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

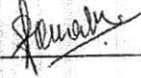

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:  NAME: Sourabh Amar Waichal DATE: 20/01/2020



OFFER LETTER

Date: 17.01.2020

MR Vikram Anandrao Patil
ESIBER collage Kolhapur

Dear Vikram Patil

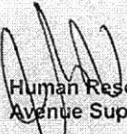
Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in June 2020 tentatively. Any change would be communicated to you in due course.

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

We wish you a long and successful career with us!

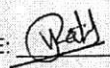

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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

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

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

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:  NAME: Vikram Anandrao Patil DATE: 18-01-2020



Search mail

Compose

Inbox 422

Starred

Snoozed

Important

Sent

Drafts 25

Categories

Candidate's CV

Col Dalvi Env't

Heliosol

Placement

VPIMSR CDC

Imran Magdum

Dear Sir, Below are the candidate shortlisted for Final OPS round. 1. Priti Dhavade 2. Swa

Imran Magdum

to me, Ravi

Hi Sir,

Below are the final select candidates-

1. ✓ Swarali Limaye
2. ✓ Yamini Waingankar
3. Ashish Kumthekar
4. ✓ Aniket Tambe

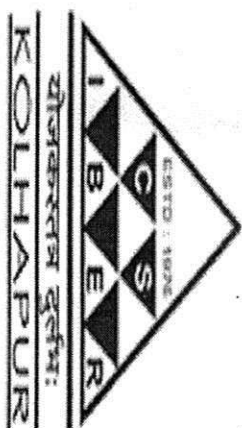
We have shared Letter of intent with this above candidates and expected Joining date is Ju

Thanks and Regards,

Imran Magdum

HR-Executive | Gallagher Service Center LLP |

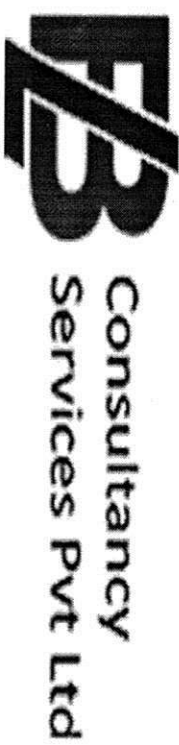
1st Floor, Mantri I.T. Park | Subhash Nagar | Kolhapur, India 416012 |



Chhatrapati Shahu Institute of Business Education and Research(CSIBER), Kolhapur



To



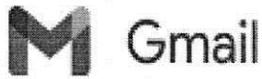
**Recruitment for Samarth Sahakari Bank, Subhadra Local Area Bank
Relationship Officer**

CAMPUS DRIVE 2020

Date: 10th March 2020

Venue: Room No.1

Time: 10:15 am onwards



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

Regarding students selected in ICICI Prudential

2 messages

Shreya Bramhe <shreya.bramhe97@gmail.com>

Tue, Feb 25, 2020 at 7:22 PM

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

Cc: Surya Yamujala /HR WE/ICICIPRU/Pune <surya.yamujala@iciciprulife.com>

Dear Sir,

Greetings!

We are glad to inform you that we have selected the following students:

Sr. No	Candidate Name	College Name
1	Poonam Ashok	CSIBER
2	Rama Kankekar	CSIBER
3	Mayur Shinde	CSIBER
4	Shrenik Suhas	CSIBER
5	Supriya Patil	CSIBER
6	Sanket Sadgar	CSIBER
7	Rushikesh Koli	CSIBER
8	Vaihav Gholkar	CSIBER
9	Pritam Tate	CSIBER
10	Sanket Jamadade	CSIBER
11	Snehal Dongale	CSIBER
12	Sahil Patel	CSIBER
13	Onkar Chavan	CSIBER
14	Rutuja Lambe	CSIBER
15	Pradnya Patil	CSIBER
16	nikita Patil	CSIBER
17	Manoj Gavali	CSIBER
18	Sameer Desai	CSIBER
19	Ashish Shinde	CSIBER
20	Santosh Pandit	CSIBER
21	Amar Arage	CSIBER
22	Adinath Shenekar	CSIBER

Regards,
Shreya Bramhe
HR Team
ICICI Prudential Life Insurance

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

Wed, Feb 26, 2020 at 9:48 AM

To: Shreya Bramhe <shreya.bramhe97@gmail.com>, svravan@siberindia.edu.in

Cc: Surya Yamujala /HR WE/ICICIPRU/Pune <surya.yamujala@iciciprulife.com>

Good morning Shreya.

Thanks for the list. I have copied Dr. Ravan sir (TPO for ICICI-Pru + ICICI Bank). He will help you in next steps as well.

With Thanks,

09 Nov 2020

Dear Snehal Dongale,

We are pleased to offer you the position of **FINANCIAL SERVICES CONSULTANT in Level 1** of our Company.

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

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

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.



You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

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

Best Regards,

A handwritten signature in black ink, appearing to read "V Tyagi". The signature is written in a cursive style with a long horizontal stroke extending to the right.

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



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

Regarding Campus interview 2020 at csiber

6 messages

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

Tue, Jan 28, 2020 at 11:47 AM

To: Shrikant Athavale <shrikant@infiniumglobalresearch.com>

Namaste sir,
with reference to our telephonic conversation, 7th January 2020 can be finalized for campus interviews at our institute. requesting you to send us details regarding the interview.
thank you and regards,

Dr.V. Ravi Kishore Kumar

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

shrikant@infiniumglobalresearch.com <shrikant@infiniumglobalresearch.com>

Wed, Jan 29, 2020 at 5:09 PM

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

Hello Dr. V. Ravi Kishore Kumar,

We will have three rounds in the selection process as given below,

1. Written assignment to check the writing and analytical skills of the MBA students.
2. Personal Interview of the shortlisted candidates from the written assignment process.
3. Negotiation round for final selection and offer.

Hope this clarifies your doubts.

Thank you,

Regards

Shrikant Athavale**Principal Analyst and Founder****Infinium Global Research**

Mobile: +918999930634

Email: shrikant@infiniumglobalresearch.com

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

[Quoted text hidden]

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

Wed, Jan 29, 2020 at 5:14 PM

Thank you sir
[Quoted text hidden]

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

Thu, Jan 30, 2020 at 4:32 PM

NAmaste sir,
herewith iam attaching the brief profile of registered students for your reference.
we have booked one interview room and one common seminar hall for our placement activity. if any
thing additional infra requirement is necessary, please mention.

thankyou and regards

Dr.V. Ravi Kishore Kumar
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]

 **Infinium Global Research, Pune Campus Drive 2020 (Responses).xlsx**
17K

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

Mon, Feb 10, 2020 at 12:46 PM

Dear Sir,

Many thanks for giving us a chance to recruit from your institute.

Following are the students we have finalized for the role of research analyst

1. Pooja Anil Patil
2. Mrunal Mahesh Sakte
3. Chandradeep Patil
4. Ashwini Ashok Neje
5. Adinath Sanjiv Bambargekar
6. Mukti Gandhi

We will keep you posted about their package and appointment date in our company ASAP.

[Quoted text hidden]

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

Tue, Feb 11, 2020 at 10:15 AM

Dear Mr. Shrikant and Mrs. Hetal,

Greetings from CSIBER!

We sincerely thank Infinium Global Research team, for conducting Campus Recruitment drive at our campus, CSIBER@Kolhapur, on 07Feb2020. It was an excellent event and quite a fruitful drive.

We appreciate you and your teams for extending career opportunities to our students. Our special thanks, for the wonderful insights you shared to improve our next year batch.

We are sure that our association will be long-term and mutually beneficial. Let's meet up in Pune sometime to further discuss on strengthening this association.

With Warm Regards,

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]



METRO SERVICES

Date: February 18th 2020

Name: Kedar Kodoli

Address: ER-Ankita Oulkar

Pune

Subject: Employment Offer

Dear Mr. Kedar,

We are delighted to make you an offer with our organization for the position of Associate.

- The position will be based in Pune. However, the Company reserves the right to transfer you to another department, division, business entity or location at any time during the course of your employment
- The work schedule is for a duration of 8.5 hours (including break/s) on every business day and a five-day working week
- You will be on probation for a period of six months from the date of joining and confirmation on successful completion will be intimated to you in writing

- As discussed and agreed with you, your annual cost-to-company (CTC) would **Rs. Two Lakh Sixty Two Thousand One Hundred and Sixty Six Only**. The break-up of your compensation is provided in *Annexure 2*. You will be eligible to participate in the Company's variable pay programme subject to meeting performance criteria. The bonus amount payable to you would be dependent on the company's performance and your individual performance. The details of the variable pay programme will be available on the intranet.
- A detailed appointment letter, containing the details on the terms of employment and salary break-up will be provided to you on your date of joining
- As discussed with you, your date of joining will be **May 11th 2020**. This offer of employment will lapse in case you are unable to join on the above mentioned date



METRO SERVICES

- This offer is valid, subject to:
 - all information provided by you, during your discussions with our company representatives being accurate
 - satisfactory reference checks
 - satisfactory medical examination (based on a medical certificate issued by one of our empanelled Medical Centre/Hospital, certifying your employability). Details pertaining to the Medical Centre/Hospital will be conveyed to you within a week of your receiving this offer.
 - The successful completion of your post-graduation with an aggregate of not less than 50%.
- After receiving your acceptance of this offer, the Company reserves the right to communicate with your past or existing employer to confirm your availability to join as agreed and to conduct professional references and background verification
- On your date of joining, we would expect you to complete the necessary joining formalities and submit documents listed in the *Annexure 1*
- The terms discussed in this offer and subsequent revisions are confidential in nature and should not be disclosed

We look forward to have you join us and wish you a long and successful career with METRO Global Business Services Pvt. Ltd" formally known as METRO Accounting Center of Excellence Pvt. Ltd.

Please sign and return the duplicate copy of this letter, as a confirmation of your acceptance.

I have read, understood and agree with the terms and conditions outlined above and I accept employment with "METRO Global Business Services Pvt. Ltd"

"METRO Global Business Services Pvt. Ltd"
Cluster "D" Wing 2, 6th Floor, EON Free Zone, Plot No. 1, Survey No. 77, MIDC, Kharadi Knowledge Park, Pune - 411 014, Maharashtra, India. Tel. 020 7100 1500
Member of METRO Group
CIN - U74900PN2011PTC1386202



METRO SERVICES

[Handwritten Signature]

Signature

19-02-2020

Date

Annexure 1

List of Documents

You would be required to submit photocopies of the following documents, as may be applicable to you, to the company at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

1. Permanent Account No. (PAN)
2. SSC / HSC certificates with mark-sheets
3. Graduation / post-graduation degree / diploma with mark-sheets
4. Professional degree / diploma with mark-sheets
5. Proof of identity (ration card/ passport/ driving license/ PAN card)
6. Current address proof (electricity or telephone bill/ lease agreement / bank statement)
7. Appointment letter for last two employments
8. Relieving letter for last two employments
9. Salary slip for last three months
10. Three passport size colored photographs

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

1. Family dependent details
2. PF number from previous employer
3. Any other relevant information that may be required



METRO SERVICES

Annexure 2

Compensation Structure

Components	Amount
Basic	84,000
HRA	29,400
Special Allowance	68,628
Statutory bonus	29,726
Total Fixed Compensation	211,754
Variable Compensation / Incentive (average performance)	21,175
Gratuity Provision	4,040
Employer's contribution to PF	18,315
Contribution to ESIC	6,882
CTC	262,166

Note: - * You will be eligible for additional Rs.24000 P.A over and above CTC in case employee is not availing company transport.



METRO SERVICES

Date: February 18th 2020

Name: Pranali Jadhav

Address: 1197, D ward,

Guruwar Peth,

Kolhapur- 416002

Subject: Employment Offer

Dear Ms. Pranali,

We are delighted to make you an offer with our organization for the position of Associate.

- The position will be based in Pune. However, the Company reserves the right to transfer you to another department, division, business entity or location at any time during the course of your employment
- The work schedule is for a duration of 8.5 hours (including break/s) on every business day and a five-day working week
- You will be on probation for a period of six months from the date of joining and confirmation on successful completion will be intimated to you in writing
- As discussed and agreed with you, your annual cost-to-company (CTC) would **Rs. Two Lakh Sixty Two Thousand One Hundred and Sixty Six Only**. The break-up of your compensation is provided in *Annexure 2*. You will be eligible to participate in the Company's variable pay programme subject to meeting performance criteria. The bonus amount payable to you would be dependent on the company's performance and your individual performance. The details of the variable pay programme will be available on the intranet.
- A detailed appointment letter, containing the details on the terms of employment and salary break-up will be provided to you on your date of joining
- As discussed with you, your date of joining will be **May 11th 2020**. This offer of employment will lapse in case you are unable to join on the above mentioned date



METRO SERVICES

- This offer is valid, subject to:
 - all information provided by you, during your discussions with our company representatives being accurate
 - satisfactory reference checks
 - satisfactory medical examination (based on a medical certificate issued by one of our empanelled Medical Centre/Hospital, certifying your employability). Details pertaining to the Medical Centre/Hospital will be conveyed to you within a week of your receiving this offer.
 - The successful completion of your post-graduation with an aggregate of not less than 50%.
- After receiving your acceptance of this offer, the Company reserves the right to communicate with your past or existing employer to confirm your availability to join as agreed and to conduct professional references and background verification
- On your date of joining, we would expect you to complete the necessary joining formalities and submit documents listed in the *Annexure 1*
- The terms discussed in this offer and subsequent revisions are confidential in nature and should not be disclosed

We look forward to have you join us and wish you a long and successful career with METRO Global Business Services Pvt. Ltd" formally known as METRO Accounting Center of Excellence Pvt. Ltd.

Please sign and return the duplicate copy of this letter, as a confirmation of your acceptance.



METRO SERVICES

I have read, understood and agree with the terms and conditions outlined above and I accept employment with
"METRO Global Business Services Pvt. Ltd"

P.P. Tadkare

Signature

19-02-2020

Date

Annexure 1

List of Documents

You would be required to submit photocopies of the following documents, as may be applicable to you, to the company at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

1. Permanent Account No. (PAN)
2. SSC / HSC certificates with mark-sheets
3. Graduation / post-graduation degree / diploma with mark-sheets
4. Professional degree / diploma with mark-sheets
5. Proof of identity (ration card/ passport/ driving license/ PAN card)
6. Current address proof (electricity or telephone bill/ lease agreement / bank statement)
7. Appointment letter for last two employments
8. Relieving letter for last two employments
9. Salary slip for last three months
10. Three passport size colored photographs

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

1. Family dependent details
2. PF number from previous employer
3. Any other relevant information that may be required



METRO SERVICES

Annexure 2

Compensation Structure

Components	Amount
Basic	84,000
HRA	29,400
Special Allowance	68,628
Statutory bonus	29,726
Total Fixed Compensation	211,754
Variable Compensation / Incentive (average performance)	21,175
Gratuity Provision	4,040
Employer's contribution to PF	18,315
Contribution to ESIC	6,882
CTC	262,166

Note: - * You will be eligible for additional Rs.24000 P.A over and above CTC in case employee is not availing company transport.



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

tCognition : Proposal for Campus Recruitment for MBA (Marketing and System)

Pritam <pritam.nehatrao@tcognition.com>

Wed, Mar 11, 2020 at 5:44 PM

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

Cc: Kiran Jadhav <kiran.jadhav@tcognition.com>, HR at tCognition <hr@tcognition.com>

Sir,

We have shortlisted the below listed candidates for our Sales and BD Team. Please speak to the candidates and let us know how soon they can join us

1. Aniket Mohite
2. Kalyani Jadhav
3. Taha Momin

Awaiting your response.

Thanks & Regards,

Pritam Nehatrao | Delivery Manager - Staffing

US Tel: +1 617-314-6677-311 (Direct); India Tel: +91 231 26 82 311 (Direct); Mobile: +91 9421268198

pritam.nehatrao@tcognition.com | www.tcognition.com

www.linkedin.com/in/PritamTivarekar

tCognition: Relentless Pursuit of Excellence**From:** Pritam [mailto:pritam.nehatrao@tcognition.com]**Sent:** 03 March 2020 17:07**To:** 'Placement @ SIBER' <cdc@siberindia.edu.in>**Cc:** 'Kiran Jadhav' <kiran.jadhav@tcognition.com>; 'Manoj Shinde' <manoj.shinde@tcognition.com>; 'HR at tCognition' <hr@tcognition.com>**Subject:** RE: tCognition : Proposal for Campus Recruitment for MBA (Marketing and System)

Sir,

This is to inform you that we would like to schedule the below listed candidates for a F2F discussion with our Business Development Team.

This will be a Personal interview followed by a Video conference call from our Office in Kolhapur.

As discussed we would like to schedule the below listed candidates for a Final F2F discussion with our CEO –Manoj Shinde.

This will be a Video conference call from our Office in Kolhapur.

Interview Date : 25th Feb 2020 / 26th Feb 2020 / 27th Feb 2020

Interview Time : 7:30 PM IST – 8:30 PM IST

Shortlisted Candidates:

1. Rohan Shinde
2. Shrenik Bhaishet
3. Snehal Kadokar
4. Pallavi Kharade
5. Kshitija Kulkarni
6. Rahul Vibhute

Please check with the candidates and let me know their availability.

Let us know if you have any questions.

--

Thanks & Regards,

Pritam Nehatrao | Delivery Manager - Staffing

US Tel: +1 617-314-6677-311 (Direct); India Tel: +91 231 26 82 311 (Direct); Mobile: +91 9421268198

pritam.nehatrao@tcognition.com | www.tcognition.com

www.linkedin.com/in/PritamTivarekar

tCognition: Relentless Pursuit of Excellence



From: Pritam [mailto:pritam.nehatrao@tcognition.com]

Sent: 14 February 2020 14:25

To: 'Placement @ SIBER' <cdc@siberindia.edu.in>; 'santoshhasure@siberindia.edu.in' <santoshhasure@siberindia.edu.in>

Cc: 'Kiran Jadhav' <kiran.jadhav@tcognition.com>; 'Manoj Shinde' <manoj.shinde@tcognition.com>

Subject: RE: tCognition : Proposal for Campus Recruitment for Finance

Sir,



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

tCognition : Proposal for Campus Recruitment for Finance

Pritam <pritam.nehatrao@tcognition.com>

Tue, Mar 3, 2020 at 2:22 PM

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

Cc: Kiran Jadhav <kiran.jadhav@tcognition.com>, HR at tCognition <hr@tcognition.com>

Sir,

The below listed candidates had been for a F2F interview at our office on 27th Feb 2020. They are done with the final round of discussion. Rohan Shinde is a Final Shortlist. Let us know his Start Date. We can hire him immediately.

We can start the QuickBooks Training for the rest all. Let us know how soon they can start. The training will be Free Of Cost and they will get a certification for the same. We might hire a few candidates from them.

1. Rohan Shinde – Final Select
2. Snehal Kadokar – Selected for QuickBooks Certification
3. Kshitija Kulkarni– Selected for QuickBooks Certification
4. Rahul Vibhute– Selected for QuickBooks Certification

Thanks & Regards,

Pritam Nehatrao | Delivery Manager - Staffing

US Tel: +1 617-314-6677-311 (Direct); India Tel: +91 231 26 82 311 (Direct); Mobile: +91 9421268198

pritam.nehatrao@tcognition.com | www.tcognition.com

www.linkedin.com/in/PritamTivarekar

tCognition: Relentless Pursuit of Excellence

From: Pritam [mailto:pritam.nehatrao@tcognition.com]

Sent: 25 February 2020 11:05

To: 'Placement @ SIBER' <cdc@siberindia.edu.in>; 'santoshhasure@siberindia.edu.in' <santoshhasure@siberindia.edu.in>

Cc: 'Kiran Jadhav' <kiran.jadhav@tcognition.com>; 'HR at tCognition' <hr@tcognition.com>

Subject: RE: tCognition : Proposal for Campus Recruitment for Finance

Sir,

Interview Date : 5th Mar 2020 and 6th March 2020

Interview Time : 7:30 PM IST – 8:30 PM IST

Shortlisted Candidates as below:

1. Aniket Mohite
2. Aishwarya Khotlande
3. Kalyani Jadhav
4. Taha Momin
5. Deepali Khadye
6. Aishwarya Jangam
7. Lijesh Nair

Please check with the candidates and let us know their availability.

Let us know if you have any questions.

--

Thanks & Regards,

Pritam Nehatrao | Delivery Manager - Staffing

US Tel: +1 617-314-6677-311 (Direct); India Tel: +91 231 26 82 311 (Direct); Mobile: +91 9421268198

pritam.nehatrao@tcognition.com | www.tcognition.com

www.linkedin.com/in/PritamTivarekar

tCognition: Relentless Pursuit of Excellence



From: Pritam [mailto:pritam.nehatrao@tcognition.com]

Sent: 11 February 2020 10:26

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

Cc: 'Kiran Jadhav' <kiran.jadhav@tcognition.com>; 'Manoj Shinde' <manoj.shinde@tcognition.com>

Subject: RE: tCognition : Proposal for Campus Recruitment for MBA (Marketing and System)

Dear Sir,

Thank you very much for all your assistance with planning our Campus interviews at CSIBER. Your expertise in handling the meeting arrangements are greatly appreciated.



31st July 2020

TAHA M. MOMIN

**Om Datta Chile Park, Building No. H,
Flat No.604, Pratibha Nagar, Kolhapur.
Mobile No: +91- 8975115491**

Sub: OFFER LETTER

Dear Taha,

This is with reference to our discussion for employment and the subsequent Interviews you had with us. We have pleasure in informing you that you have been selected for the position of **"Sales Executive- QuickBooks"** in our company.

Before finalizing the appointment letter we would like you to submit the following documents for verification and safe custody during your employment and also provide two references.

1. Relieving Letter, if previously employed
2. Last Pay Slip or Salary Certificate
3. Graduation Certificates
4. Post-Graduation Certificates (if any)
5. 10th Std. Marks Card (age proof)
6. 2 passport size color photos
7. PAN & PF Numbers (if any)
8. Photocopy of your passport (if any)

In the event of your failure to provide all the above mentioned documents for verification and records within a period of **Seven days** from the date of offer letter, the company reserves the right to withdraw the offer, as per the policy of the company.

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

DS
kj

DS
tm

Suite # 2, 2nd Floor, Infotech Park, Opp. Jayprabha Studios, Kolhapur- 416012. Phone: +91-231-2641222

www.tCognition.com



You will be issued an appointment letter subject to your acceptance of the Offer Letter. You will be paid an annual CTC remuneration of **Rs. 1,27,200/- (Rupees One Lac Twenty-Seven Thousand Two Hundred Only)** including employee & employer contribution to provident fund, subject to statutory deductions as applicable, the details are enclosed in the Annexure-A.

Your date of reporting will be on or before **4th August 2020**. Your period of probation shall be for six months from the date of your reporting for duty. You will be administratively & technically reporting to **Kolhapur Office** and respective Managers across locations, which will be advised periodically. You will be immediately required to be working in our **Kolhapur office**, however, subject to any change at a later date if required.

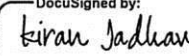
Termination and Cancellation:

- During the first 3 months, company can cancel the engagement with a prior notice of two weeks, in writing and after 3 months' company can cancel with a prior notice of four weeks, in writing.
- Employee can cancel the engagement with a prior notice of Twelve weeks, in writing.

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

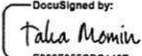
We hope to have you join us and trust you will have many mutually beneficial years of service with tCognition Consultancy Pvt Ltd.

Yours truly,
For tCognition Consultancy Pvt Ltd.

DocuSigned by:

B68C2E552871408...
Kiran Jadhav
HR Manager

I have received an offer letter. I have read, understood and accept the above terms and conditions of employment.

Yours truly,

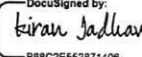
DocuSigned by:

E002F855C8C140E...
Employee Name: Taha Momin

Date: 7/31/2020

ANNEXURE – A**Strictly Confidential****Name: TAHA M. MOMIN**

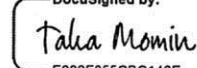
Salary Breakup			
I	Monthly Components	Monthly	Yearly
	Basic	5,000.00	60,000.00
	House Rent Allowance	2,500.00	30,000.00
	Conveyance Allowance	800.00	9,600.00
	Medical Allowance	625.00	7,500.00
	Special Allowance	1,000.00	12,000.00
	Other Allowance	75.00	900.00
	Others	-	-
	Monthly Total Gross	10,000.00	120,000.00
II	Annual Components		
	Co Provident Fund	600.00	7,200.00
	Total Cost to Company	10,600.00	127,200.00
III	Deductions		
	Professional Tax	-	-
	Employee ESIC	75.00	900.00
	Employee PF	600.00	7,200.00
	Employer PF	600.00	7,200.00
	TDS (At Actual)	-	-
	Total Deductions	1,275.00	15,300.00
IV	Net Salary	9,325.00	111,900.00

Total compensation as CTC per annum: Rs.1,27,200/-**Yours truly,****For tCognition Consultancy Pvt. Ltd.**

DocuSigned by:

 B08C2E552871406...
Kiran Jadhav
HR Manager

I have received an offer letter. I have read, understood and accept the above terms and conditions of employment.

Yours truly,

DocuSigned by:

 E992F855C8C146E...

Employee Name: Taha Momin**Date: 7/31/2020**

31st July 2020

Snehal Sarjerao Dongale
1042K Plot No. A15 Majgaonkar Nagar,
Near Kanerkar Nagar, A Ward Kolhapur.
Mobile No: +91-8796471030

Sub: OFFER LETTER

Dear Snehal,

This is with reference to our discussion for employment and the subsequent Interviews you had with us. We have pleasure in informing you that you have been selected for the position of **"Sales Executive- QuickBooks"** in our company.

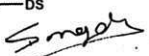
Before finalizing the appointment letter we would like you to submit the following documents for verification and safe custody during your employment and also provide two references.

1. Relieving Letter, if previously employed
2. Last Pay Slip or Salary Certificate
3. Graduation Certificates
4. Post-Graduation Certificates (if any)
5. 10th Std. Marks Card (age proof)
6. 2 passport size color photos
7. PAN & PF Numbers (if any)
8. Photocopy of your passport (if any)

In the event of your failure to provide all the above mentioned documents for verification and records within a period of **Seven days** from the date of offer letter, the company reserves the right to withdraw the offer, as per the policy of the company.

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

DS


DS


Suite # 2, 2nd Floor, Infotech Park, Opp. Jayprabha Studios, Kolhapur- 416012. Phone: +91-231-2641222

www.tCognition.com



You will be issued an appointment letter subject to your acceptance of the Offer Letter. You will be paid an annual CTC remuneration of **Rs. 1,27,200/- (Rupees One Lac Twenty-Seven Thousand Two Hundred Only)** including employee & employer contribution to provident fund, subject to statutory deductions as applicable, the details are enclosed in the Annexure-A.

Your date of reporting will be on or before **4th August 2020**. Your period of probation shall be for six months from the date of your reporting for duty. You will be administratively & technically reporting to **Kolhapur Office** and respective Managers across locations, which will be advised periodically. You will be immediately required to be working in our **Kolhapur office**, however, subject to any change at a later date if required.

Termination and Cancellation:

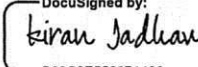
- During the first 3 months, company can cancel the engagement with a prior notice of two weeks, in writing and after 3 months' company can cancel with a prior notice of four weeks, in writing.
- Employee can cancel the engagement with a prior notice of Twelve weeks, in writing.

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

We hope to have you join us and trust you will have many mutually beneficial years of service with tCognition Consultancy Pvt Ltd.

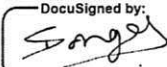
Yours truly,

For tCognition Consultancy Pvt Ltd.

DocuSigned by:

B68C2E552871406...
Kiran Jadhav
HR Manager

I have received an offer letter. I have read, understood and accept the above terms and conditions of employment.

Yours truly,

DocuSigned by:

878FC990337D4D4...

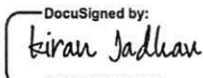
Employee Name: Sneha Dongale

Date: 7/31/2020

ANNEXURE – A**Strictly Confidential****Name: Snehal Sarjerao Dongale**

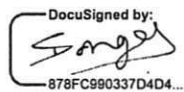
Salary Breakup			
I	Monthly Components	Monthly	Yearly
	Basic	5,000.00	60,000.00
	House Rent Allowance	2,500.00	30,000.00
	Conveyance Allowance	800.00	9,600.00
	Medical Allowance	625.00	7,500.00
	Special Allowance	1,000.00	12,000.00
	Other Allowance	75.00	900.00
	Others	-	-
	Monthly Total Gross	10,000.00	120,000.00
II	Annual Components		
	Co Provident Fund	600.00	7,200.00
	Total Cost to Company	10,600.00	127,200.00
III	Deductions		
	Professional Tax	-	-
	Employee ESIC	75.00	900.00
	Employee PF	600.00	7,200.00
	Employer PF	600.00	7,200.00
	TDS (At Actual)	-	-
	Total Deductions	1,275.00	15,300.00
IV	Net Salary	9,325.00	111,900.00

Total compensation as CTC per annum: Rs.1,27,200/-**Yours truly,****For tCognition Consultancy Pvt. Ltd.**

DocuSigned by:

 B68C2E552871406...
Kiran Jadhav
HR Manager

I have received an offer letter. I have read, understood and accept the above terms and conditions of employment.

Yours truly,

DocuSigned by:

 878FC980337D4D4...

Employee Name: snehal Dongale**Date: 7/31/2020**



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

Campus Hire Update

3 messages

Desai, Shweta1 <Shweta.Desai@tataaig.com>

Tue, Apr 14, 2020 at 2:35 PM

To: "Placement @ SIBER" <cdc@siberindia.edu.in>, "Mr. Ravi Kishore Vadlamani" <kishorekumarvr@siberindia.edu.in>

Hi,

We hope you and your family members are keeping safe and taking all necessary precautions in the current scenario.

The outbreak of COVID-19 and its rapid spread across the globe has been a cause of serious concern. While the nation navigates the uncertainty associated with the pandemic and forced lockdowns, we are continuously monitoring the Covid-19 outbreak across the country and will accordingly be finalizing the joining dates of the students.

But, in order to do the same, we will need your assistance on the below points:

1. We will need the email id, contact details (phone no), base location (home town) and soft copy of the CV of all the students selected from your campus. Would be great if you could help us with the data by tomorrow EOD.
2. Update as soon as the exam dates for the students are finalized as we can only make them join once their exams are over
3. We have designed some domain related online courses for the students to help them prepare for their role. We will rolling out these courses to the students in the coming few days. We will be sharing more details around the same once we have email ids of all the students.

Look forward to your support

Thanks & Regards,

Shweta Desai

Human Resources

Tata AIG General Insurance Co. Ltd.
Peninsula Business Park, Tower A, 15th Floor,

G.K. Marg, Lower Parel, Mumbai, Maharashtra 400013

Mob no: 9136525048



Placement @ SIBER <cdc@siberindia.edu.in>
To: "Desai, Shweta1" <Shweta.Desai@tataaig.com>

Wed, Apr 15, 2020 at 1:09 PM

Namaste Madam,
Hope every one are safe and doing great.

here are the details you mentioned in earlier mail.

S. No.	Name of the Student	Name of the Insitute	Subject Specialization	Mobile Number	Email	Home Town
1	Anagha Hemant Bhosale	CSIBER, Kolhapur	Finance and Marketing	7775976291	anaghabhosale307@gmail.com	Baramati
2	Puja Suhas Sane	CSIBER, Kolhapur	Marketing	9527253979	puja.sane96@gmail.com	Kolhapur
3	Ashish Somnath Shinde	CSIBER, Kolhapur	Marketing, Finance	9604499014	ashishshinde6997@gmail.com	Satara
4	Dhairyasheel Chougule	CSIBER, Kolhapur	Marketing	7030303939	dhairyasheelchougule@gmail.com	Kolhapur
5	Kaushal Kulkarni	VPIMSR, Sangli	Marketing HR	7507786300	kaushalkulkarni@outlook.com	Sangli

7/22/22, 4:09 PM

CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH Mail - Campus Hire Update

and CVs are attached herewith for your reference.

2. As you aware that, the lock down period is extended upto May 3, 2020 by the central government. once institute get reopens we will come to know exact schedule of the exams and result declaration. surely we will let you know about it.

3. requesting to share the material on our cdc email too for our reference.

With Thanks,

Dr. V. Ravi Kishore Kumar,
Career Development Centre,

Chhatrapati Shahu Institute of Business Education and Research (www.siberindia.edu.in)

E-Mail: cdc@siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]

4 attachments



Kaushal Kulkarni.docx
25K



Puja Sane.docx
34K



Ashish Shinde .docx
69K



Dhairyasheel Chougule.pdf
245K

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

To: "Desai, Shweta1" <Shweta.Desai@tataaig.com>

Wed, Apr 15, 2020 at 1:21 PM

CV of anagha bhosale

With Thanks,

Career Development Centre,

Chhatrapati Shahu Institute of Business Education and Research (www.siberindia.edu.in)

E-Mail: cdc@siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]



Anagha Bhosale.pdf
301K



Tata AIG General Insurance Company Ltd.

Peninsula Business Park, Tower A, 15th Floor, G. K. Marg,
Lower Parel, Mumbai - 400 013
Tel. No. +91 22 6669 9697
IRDA Registration No.: 108
CIN: U85110MH2000PLC128425

March 28, 2020

Miss. Puja Sane

274/23 Sindhunagari,
Behind Vishvapandhari,
Oppo. Hockey Stadium Kolhapur,
Kolhapur - 416007

Dear **Miss. Puja Sane**,

Sub: Offer Proposal

We are pleased to extend you an offer proposal in our organization for the position of **Channel Sales Manager in HOM - Agency Health** department for **Kolhapur** location.

Your annual cost to company will be **Rs. 300000/- per annum**. The compensation details are detailed in the 'Annexure' to this letter. You will be eligible for performance bonus / incentives as per the Company's policy.

This offer is contingent upon the successful completion of Health Declaration & background verification conducted by the Company or any other external agency authorized to conduct the same.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.

A detailed appointment will be issued to you post acceptance of offer proposal and submission of the requisite documents by you.

Yours sincerely,

For **Tata AIG General Insurance Company Ltd.**

Supreet Singh
Vice President & Head Corporate HR



Name	Puja Sane
Designation	Channel Sales Manager
Band	Band 1
Location	Kolhapur
Department	HOM - Agency Health

Component	Per Month (Rs.)	Per Annum (Rs.)
Basic Salary	10500	126000
House Rent Allowance	525	6300
Statutory Bonus	1000	12000
Flexi Allowance Plan (FAP)	10670	128039
Retirement Benefits		
Provident Fund		21600
Gratuity		6061
Annual Cost to Company		300000

*Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
HRA	Min 5% of Basic as per Minimum HRA Act & Maximum as per city limit mentioned in the IT Act
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs 2 lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lacs whichever is lower.
Other Benefits*	Cover
Group Mediciclaim Insurance cover: Hospitalization expenses shall be covered/ reimbursed for Self, Spouse and up to 2 dependent children on a family floater basis.	Applicable as per the company policy.
Group Life Insurance cover: In the unfortunate event of death on account of an accident or natural causes, an employee's nominee shall be eligible for an insurance cover. In addition, terminal illness benefits have been provided under this policy.	Two times of Annual CTC less retirals or Rs.1,000,000/- whichever is higher. (Retirals includes PF ,Gratuity & Superannuation)
Group Personal Accident Insurance cover: All employees are covered for 24 hours, worldwide under this policy. The policy covers an employee in the event of bodily injury due to an accident. The policy also covers temporary disability and permanent disability due to an accident.	Applicable as per the company policy.
Voluntary Parents Mediciclaim Policy: An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.	Applicable as per the company policy.

* Please refer the Individual Policy Documents for more details

Compensation revision will be effective April 2021, as per company policy.

Note:-All of the Above Payments would be subject to tax and other deductions as per norms.



Tata AIG General Insurance Company Ltd.

Peninsula Business Park, Tower A, 15th Floor, G. K. Marg,
Lower Parel, Mumbai - 400 013
Tel. No. +91 22 6669 9697
IRDA Registration No.: 108
CIN: U85110MH2000PLC128425

March 28, 2020

Mr. Dhairyasheel Chougule

: Plot No 46/B,
Kalamba Road,
More Mane Nagar,
Kolhapur - 416007

Dear **Mr. Dhairyasheel Chougule**,

Sub: Offer Proposal

We are pleased to extend you an offer proposal in our organization for the position of **Channel Sales Manager** in **HOM - Agency Health** department for **Sangli** location.

Your annual cost to company will be **Rs. 300000/- per annum**. The compensation details are detailed in the 'Annexure' to this letter. You will be eligible for performance bonus / incentives as per the Company's policy.

This offer is contingent upon the successful completion of Health Declaration & background verification conducted by the Company or any other external agency authorized to conduct the same.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.

A detailed appointment will be issued to you post acceptance of offer proposal and submission of the requisite documents by you.

Yours sincerely,

For **Tata AIG General Insurance Company Ltd.**

Supreet Singh
Vice President & Head Corporate HR



WITH YOU ALWAYS

Name	Dhairyasheel Chougule
Designation	Channel Sales Manager
Band	Band 1
Location	Sangli
Department	HOM - Agency Health

Component	Per Month (Rs.)	Per Annum (Rs.)
Basic Salary	10500	126000
House Rent Allowance	525	6300
Statutory Bonus	1000	12000
Flexi Allowance Plan (FAP)	10670	128039
Retirement Benefits		
Provident Fund		21600
Gratuity		6061
Annual Cost to Company		300000

*Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
HRA	Min 5% of Basic as per Minimum HRA Act & Maximum as per city limit mentioned in the IT Act
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs 2 lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lacs whichever is lower.
Other Benefits*	Cover
Group Mediciclaim Insurance cover: Hospitalization expenses shall be covered/ reimbursed for Self, Spouse and up to 2 dependent children on a family floater basis.	Applicable as per the company policy.
Group Life Insurance cover: In the unfortunate event of death on account of an accident or natural causes, an employee's nominee shall be eligible for an insurance cover. In addition, terminal illness benefits have been provided under this policy.	Two times of Annual CTC less retirals or Rs.1,000,000/- whichever is higher. (Retirals includes PF ,Gratuity & Superannuation)
Group Personal Accident Insurance cover: All employees are covered for 24 hours, worldwide under this policy. The policy covers an employee in the event of bodily injury due to an accident. The policy also covers temporary disability and permanent disability due to an accident.	Applicable as per the company policy.
Voluntary Parents Mediciclaim Policy: An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.	Applicable as per the company policy.

* Please refer the Individual Policy Documents for more details

Compensation revision will be effective April 2021, as per company policy.

Note:-All of the Above Payments would be subject to tax and other deductions as per norms.



Tata AIG General Insurance Company Ltd.

Peninsula Business Park, Tower A, 15th Floor, G. K. Marg,

Lower Parel, Mumbai - 400 013

Tel. No. +91 22 6669 9697

IRDA Registration No.: 108

CIN: UB5110MH2000PLC128425

April 4, 2020

Mr. Kaushal Kulkarni
'Shree Sai' Khare Group,
Housing Society, Dhamni Road,
Vishrambag,
Sangli - 416146

Dear Mr. Kaushal Kulkarni,

Sub: Offer Proposal

We are pleased to extend you an offer proposal in our organization for the position of **Channel Sales Manager** in **Agency Health** department for **Pune** location.

Your annual cost to company will be **Rs. 300000/- per annum**. The compensation details are detailed in the 'Annexure' to this letter. You will be eligible for performance bonus / incentives as per the Company's policy.

This offer is contingent upon the successful completion of Health Declaration & background verification conducted by the Company or any other external agency authorized to conduct the same.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.

A detailed appointment will be issued to you post acceptance of offer proposal and submission of the requisite documents by you.

Yours sincerely,

For Tata AIG General Insurance Company Ltd.

Supreet Singh
Vice President & Head Corporate HR



Tata AIG General Insurance Company Limited

Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

27 August 2021

Miss. Poonam Patil
Mangeshwar colony unchgaon kolhapur 416005
Mangeshwar colony
Kolhapur, Maharashtra - 416005
India

Dear Poonam,

Subject: Offer Proposal

We, Tata AIG General Insurance Company Limited are pleased to extend you an offer proposal for the position of Channel Sales Manager - Agency Health at Band 1 in Agency Health department.

Your initial place of posting would be Kolhapur. The Company reserve right to transfer you to any location / department and / or job role in India or abroad in the future, as maybe required for the Company's business requirement.

Your annual Cost to Company will be Rs. 300,000.00 per annum. The compensation details are detailed in the 'Annexure' to this offer letter. You will be eligible for performance bonus / incentives as per the Company's policies from time to time.

This offer letter is contingent upon the successful completion of health declaration and background verification that may be conducted by the Company or any other external agency authorized to conduct the same. By accepting this offer letter, you hereby give your unconditional consent to the Company or any third party appointed / nominated by the Company to conduct background verification including but not limited to current and past employers, criminal conviction records, university / school / college records, professional and personal references and other verifying sources / authorities.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter and join us latest on or before 22 September 2021, beyond which the offer and this offer letter would stand withdrawn, unless a new date is by the Company in writing.

A detailed appointment letter will be issued to you upon joining and completion of requisite documents submitted by you or as may be required by the Company.

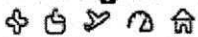
Yours Sincerely,

For Tata AIG General Insurance Company Limited

Jitesh Bawa

Chief Human Resource Officer

tataaig.com



think ahead



WITH YOU ALWAYS

Name	Poonam Patil
Designation	Channel Sales Manager - Agency Health
Band	Band 1
Location	Kolhapur
Department	Agency Health

Component	Per Annum (Rs.)
Basic Salary	126,000.00
House Rent Allowance (HRA)	6,300.00
Statutory Bonus	12,000.00
Supplementary Allowance	128,039.00
Statutory Benefits	
Provident Fund (Employer Contribution)	21,600.00
Gratuity	6,061.00
Total Fixed Pay	300,000.00

#Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

*Note-All of the Above Payments would be subject to tax and other deductions as per norms

Guidelines for Supplementary Allowance:

a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance

b). The below selection shall be taxable / non-taxable as provided for under the Income Tax act and the rule there made under and amended from time to time

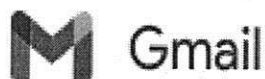
Allow / Reimb Head	Permissible Limit (in INR)
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs. 2 Lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lakhs whichever is lower.
Other Benefits*	Cover
Group Mediciam Insurance cover	Self, Spouse and 2 dependent children on a family floater basis.
Group Term Life Insurance cover	Two times of Annual fixed compensation less retirals or Rs.10,00,000 whichever is higher. (Retirals includes PF and Gratuity)
Group Personal Accident Insurance cover	Applicable as per the company policy.
Voluntary Parents Mediciam Policy	An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.

* Please refer the Individual Policy Documents for more details

tataaig.com



think ahead



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

Confirmation of Candidates

2 messages

VitalUrology Basarge Hospital <basargehospital@gmail.com>
To: cdc@siberindia.edu.in, pgkale@siberindia.edu.in
Cc: Narendra Basarge <narendra.basarge@gmail.com>

Thu, Mar 12, 2020 at 11:39 AM

Thank you for taking time to meet at the campus drive held in your institution today. I appreciate your time and attention amidst the throng of students seeking jobs.

I am pleased to extend the following offer of employment to Mr.Gajare Ritesh Ramesh & Ms.Chopade Meghana Sanjay. We need some time to confirm more candidates for the position.



Basargehospital
urology hospital

A 521EKhanvilkar complex, Shahupuri ,Kolhapur.
P 0231 266 1963 E basargehospital@gmail.com

Create your own email signature

Placement @ SIBER <cdc@siberindia.edu.in>
To: VitalUrology Basarge Hospital <basargehospital@gmail.com>
Cc: pgkale@siberindia.edu.in, Narendra Basarge <narendra.basarge@gmail.com>

Sat, Mar 14, 2020 at 10:42 AM

Good morning, Dr. Basarge.

It was quite nice to host you and interact with you all. We thank you for conducting the drive and giving the opportunity to our students.

Please let us know, once the remaining names are finalized.

With Thanks,
Career Development Centre,
Chhatrapati Shahu Institute of Business Education and Research
(www.siberindia.edu.in)

E-Mail: cdc@siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]

STRICTLY CONFIDENTIAL

Date: January 22, 2021

Avadhoot Chavan

74 Vaibhav Housing Society, Swami samarth Vihar Ujalaiwadi, Shahu Jakata Naka Pichadis, Post Office Ujalaiwadi Kolhapur, Shivaji University, Kolhapur, Maharashtra - 416004, Kolhapur.

Dear Avadhoot Chavan,

This has reference to your application and subsequent discussions. We are pleased to offer you the post of Senior Sales Manager and you will be functionally working as Senior Sales Manager in Grade STM at Bajaj Allianz Life Insurance Company Limited, as detailed in this letter. You are directed to report for duties on or before January 29, 2021. In case if you do not communicate acceptance of the offer in two (2) days from the date of receipt of this offer, or fail to join duties on or before the Date of Joining mentioned above, this offer shall automatically stand withdrawn, and shall cease to exist. The Company, may, at its sole discretion, extend the period in writing.

1. Location

You shall be based at Kolhapur and you shall report to your senior designated person assigned to you as your reporting authority and work under his/her guidance and supervision.

2. Transfer

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 services are transferable with or without any prior notice or reasons, at the sole discretion of the Company, to any department or to any Office, Branch, Division of this Company or in any subsidiary of this Company or a group or affiliate Company or your services may be seconded/deputed to any other Company or any other place where work of the Company is carried out, as may be necessary. In the event of your transfer, the terms and conditions of employment 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.

3. Compensation Package

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

4. Bonus, Variable Pay/or Performance Bonus & Annual Increment

'Bonus' indicates 'statutory bonus' which will be paid to you basis your eligibility in accordance with the provisions of the Payment of Bonus Act and the process and policies of the company as amended from time to time.

Variable pay or performance bonus and annual increment are paid to you subject to the applicable process and policies of the company from time to time. The payment of Variable pay or performance bonus or increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company in its sole discretion from time to time. Subject to as stated above, if your date of joining is after

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777) | Fax (+91-20-66026789)
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959



the first working day of October of the calendar year you shall not be eligible for any performance bonus or any increment either in full or in part during the relevant financial year. Subject to as stated above, if your date of joining is on or before the first working day of October of the calendar year you shall be eligible for the performance bonus and increment on a prorata basis.

If your nature of job prescribes for any adhoc / special increment as per the process and policies of the company, you shall not be eligible for any annual increment. If your nature of job prescribes for sales incentive as per the process and policies of the company, you shall not be eligible for any variable pay/performance bonus.

5. Job Description

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company, 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.

6. Medical Fitness

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

7. Background Checks

Your appointment is made relying upon the information furnished and representation made by you from time to time. The Company and any of its employees/representatives and/or officials shall be entitled to conduct reference and background check from all the requisite sources including all your previous employer/s or references given by you and if not found suitable or any discrepancy is noted in regards to you or any of the statements, declarations or disclosures made by you the Company shall have full right and authority to terminate your services and take such further action as deemed necessary in the interest of the Company.

8. Retirement

The normal age of your retirement shall be 60 years and accordingly it is the condition of employment that you will automatically retire (superannuate) on attaining the age of 60 years and no further notice whatsoever to you will be necessary in this regard.

9. Leave

You will be entitled for leave and paid holidays as per the policy of the Company as presently applicable and/or as may be modified from time to time.

10. 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 compensation 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.

You shall at all times comply with the terms and conditions as laid down in Insurance Act, 1938, and observe the rules, regulations, circulars, code of conduct, etc. laid down by Insurance Regulatory and Development Authority of India (IRDAI) from time to time.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777) | Fax (+91-20-66026789)
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

11. Termination

a) It is understood and agreed that this engagement may be terminated anytime, by either party by giving to the other at any time, notice in writing for the period based on your Grade at the time of termination, as notice period defined below:

L1 Grade & below: 1 (one) month

L2 Grade & above: 3 (three) months

The termination shall take effect at the end of such notice period. Termination with immediate effect, may be made by the company by paying you an amount equivalent to Gross Salary in lieu of notice mentioned above.

b) If you resign from the services of the company, the company may choose to, in its sole discretion, to relieve you immediately or on any date within your notice period or may require you to serve the notice period either in full or in part, with or without any pay in lieu of notice.

c) You understand and acknowledge that your notice period could be changed at any time during the course of your employment on account of change in your role/level/designation etc.

d) At the sole discretion of the Company your services are liable to be terminated without any notice or salary in lieu thereof in the event of any breach of the terms and conditions of this letter and the annexure thereto, including refusal of Transfer or nonfeasance or acts against the interest of the company or you being involved in violation of any of the Company's Rules, Policies, Service Regulations, Code of Conduct, or any offence which may or may not be directly connected with the business of the Company and for such act the Company shall not be held liable under any circumstances and provision. The Company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions including through the digital platform bringing bad name and/or disrepute to the Company.

12. Code of Conduct, and Rules/ Regulations/Polices of the Company

You shall at all times during your tenure with the Company, comply with the service regulations, code of conduct and all the policies, process, regulations, guidelines etc. issued by the Company, presently applicable to the employees of Bajaj Allianz Life Insurance Company Limited, and as amended or communicated from time to time.

13. Relationship with Directors

You will declare your relationship, if any, with any of the Directors of the Company 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 you becoming so.

14. Confidential Information

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, services 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.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

You hereby agree that you will not, at any time during or after your employment 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.

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

Unauthorized Disclosure and use of confidential information constitutes a serious misconduct and 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.

15. Intellectual Property

All works developed by you during the course of your employment 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 compensation 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.

16. Proprietary Rights

Any product including but not limited to all information, reports, studies, software (including source codes, object codes and executable), flow charts, diagrams and other tangible and intangible material of any nature whatsoever produced by or as a result of any of the services rendered by you shall be the sole and exclusive property of the Company. In furtherance thereof, you hereby irrevocably grant, assign, transfer to the Company all rights, title and interest of any kind, in and to any such product" produced by you, severally or individually, whilst in employment with the Company. After the determination of your services, you shall not be entitled to make any use of any of the said materials except as may be expressly permitted in writing by the Company.

17. Advertisement

You shall not use or caused to be used the name and/or trademark/logo of the Company, its group companies, subsidiaries or associates in any sales or marketing publication or advertisement, or in any other manner whatsoever without prior written consent of Company."

During the tenure of your service and after determination thereof, you shall not publish or cause to be published in any media, print, web or electronic, any advertisement concerning the Company or its products

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411008 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

without the prior written approval of the Company and further such matter to be published or caused to be published in any media, print or electronic shall be pre-approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. Any such matter to be published or caused to be published in any type of media whatsoever or any such circular or note concerning the Company shall comply with the IRDAI (Insurance Regulatory and Development Authority of India) Regulations, 2000 and the IRDAI (Insurance Regulatory and Development Authority of India) (Amendment) Regulations, 2015 and any amendments thereof. If any law suit or action shall be brought against the Company as a consequence of any unauthorized action or publication or statement of yours or the representatives in any media, print or electronic or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

18. 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, during your service tenure and after determination of your services. Such indemnity shall not prejudice the right of the Company to terminate your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss, damage.

19. 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 and shall surrender or dispose of all the assets of the company, if any, in your possession or control as may be instructed by the company in writing.

The Company at all times reserves the rights to have a lien over the dues payable to you for recovery/set off of assets/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 or assets of the company are surrendered /disposed of as above, even if you have been relieved from the service of the Company. In the event of your leaving the employment 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 initiate appropriate remedial proceedings including but not limited to the recovery of outstanding amounts.

20. Amendment

Unless otherwise decided by the company expressly, this Agreement shall only be modified or amended only by an instrument in writing duly issued by the Company.

21. 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.

22. Governing Laws & Jurisdiction

The provisions of this Agreement shall be governed by and construed in accordance with Indian law. Any dispute, controversy or claims arising out of or relating to this Agreement, shall be under the exclusive jurisdiction of the courts located at Pune.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

23. Department Specific Terms and Conditions

You shall be governed by the norms, terms and conditions, as per your job requirements, if any as mentioned in Annexures, annexed hereto, and the same shall be deemed to be an integral part of this agreement.

24. Anti-Bribery Undertakings

During the course of your employment with the Company, you shall not commit, authorize or permit any action which would cause the Company and/or the Company's affiliates to be in violation of any applicable anti-bribery laws or regulations and the internal policy of the Company on corruption and bribery. This obligation applies in particular to illegitimate payments to government officials, representatives of public authorities or their associates, third parties, families or close friends to any other entity or individual including yourself.

You hereby agree and undertake that you shall neither offer or give, or agree to give, to any employee, representative or third party nor accept, or agree to accept from any employee, representative or third party any gift or benefit or consideration of any kind as an inducement or reward for doing or refraining from doing or having done or refrained from doing, any act, or for showing or refraining from showing favour or disfavour to the Company, be it monetary or otherwise, which the recipient is not legally entitled to receive.

You hereby agree and undertake that you shall promptly notify the Company, if you become aware of or have specific suspicion of any corruption and bribery with regard to any such activity. In case any prohibited payments or gifts are made or received by you, as stated herein above, or if the Company has reasonable cause to believe that such payments or gifts have been or are being made, the Company may terminate your employment with immediate effect.

25. Litigation and Court Cases

During and after the severance of employment with the Company, for any reasons, if required by the Company, you shall be required to file an affidavit in the Court of Law, deposing the facts and circumstances, of a case at hand. Further you shall appear and depose on behalf of the Company, in any Court of Law or Authority, if so desired by the Company.

All costs and expenses incurred in any travel for any court case(s) shall be subject to prior approval of the Company in writing and shall be reimbursed to you on case to case basis.

26. Exclusive employment, Non-Compete and Non-Solicitation

(a) You hereby agree and undertake that during the period of your employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and/ or entered into any arrangement in the nature of a Garden Leave with you, you shall not engage in any other employment, trade, business or profession or work as an employee, consultant or in any other capacity, directly or indirectly, for or with any other person or entity.

(b) You hereby agree and undertake that during the period of employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and/ or entered into any arrangement in the nature of a Garden Leave with you and for a period of one (1) year from the date you have ceased to be in employment with the Company, you shall not:

(i) Attempt to directly, indirectly or in any other manner whatsoever, whether for profit or otherwise, solicit or persuade any person who is a client/ customer of the Company to cease doing business with the Company, or to reduce the amount of business which any such client/ customer has customarily done or might propose

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

doing with the Company, whether or not the relationship between the Company and such client/ customer was originally established in whole or in part through your efforts; and

(ii) Employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company or any Bajaj Finserv Group of Companies, on the date of cessation of your employment, or was in the employment of the Company or any Bajaj Finserv Group of Companies at any time in the preceding twelve (12) months preceding your date of cessation of employment.

27. Interpretation, Miscellaneous & Residuary

Notwithstanding anything contained herein the company reserves its absolute rights at its sole discretion to render interpretation of any of the clauses contained herein or to provide clarity to any of the verbiage or nomenclature or whatsoever as it may deem fit and proper. The decision of the company in this regard shall be final and binding.

28. Other Terms and Conditions

During your employment, you will be subject to the service rules and regulations applicable from time to time. The terms and conditions contained herein, and of the Annexure hereto 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 employment.

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.

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, consultant, servant or otherwise in any other business, trade, occupation or profession whatsoever. You will devote your whole time and attention to your duties with Bajaj Allianz Life Insurance Company OR the Company.

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

You shall not appoint or cause to appoint any of your direct or indirect relatives as insurance consultants for the Company or on any other designation under your organization without taking prior written consent for the Head-HR and Head of your Department.

You shall not communicate in writing to any client or prospective client on any product features or illustrative returns on investment in any product other than the ones published in the Company's product brochures or product circular without the prior written approval and authority of the Company and further such matter to be communicated shall be approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. You shall not give guarantees, written or oral, on behalf of the Company with regard to the prospective performance of any of the products of the Company. If any claim shall be brought against the Company as a consequence of any unauthorized action or communication or statement of yours or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel (+91-20-66026777) | Fax (+91-20-66026789)
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

You shall maintain and ensure maintenance of such records and registers as may be specified by the Company, from time to time, which are necessary for achievement of your targets and improving your productivity.

You shall not do anything or cause to do anything, which shall bring dishonor and/or disrepute to the Company 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 Company the details thereof.

You shall not at any time use your association with the Company to gain unfair advantage for personal purposes.

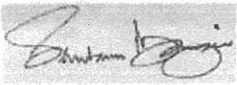
Upon your joining duties and giving an acknowledgement of acceptance of this letter of offer, the letter shall be deemed to be your Appointment Letter. Please sign and return a copy of this communication and Annexure(s) in acknowledgement of receipt and acceptance of the terms and conditions of this contract.

Please read the notes/ instruction mentioned in the attached annexure including your entitlement sheet.

The attached annexures are an integral part of this Offer Letter and shall be read accordingly unless altered/changed/modified by the Company.

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 Life Insurance Company Ltd.



Santanu Banerjee

Chief Human Resources Officer

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this Offer Letter/Appointment Letter, and all the Annexures hereto. 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: Avadhoot Vasant Chavan

Date: 14/07/2021

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

ANNEXURE A

COMPENSATION ENTITLEMENT SHEET

Date: January 22, 2021

Name:	Avadhoot Chavan		
Department:	Agency Sales		
Position Description:	Senior Sales Manager		
Internal Designation:	Senior Sales Manager		
Grade:	STM		
Location Code:	Kolhapur	Location:	Kolhapur
S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	6,500.00	78,000.00
2	Minimum HRA	1,200.00	14,400.00
3	Conveyance Allowance	2,000.00	24,000.00
4	Telephone Allowance	2,000.00	24,000.00
5	Statutory Bonus	1,300.00	15,600.00
6	Flexible Benefits	9,907.00	118,884.00
7	Company's Provident fund contribution	1,800.00	21,600.00
8	Gratuity as per the Act	313.00	3,756.00
	Total Fixed	25,020.00	300,240.00
9	Total Cost to Company		300,240.00

Flexible Benefits:

1. Children's Hostel Allowance - Rs. 300 per month per child up to a maximum of two children.
2. Children's Education Allowance - Rs. 100 per month per child up to a maximum of two children.
3. Leave Travel Allowance (L2A & Above) - For L2A Rs. 15,000 per annum and L3B and above up to the FBP balance amount limit.
4. National Pension Scheme (L2B & Above) - up to 10% of monthly basic salary.
5. Company Car (L3B & above) - One, can participate in the company car scheme, as applicable to the grade, part of the flexible benefit plan will be assigned toward the scheme, if one opts for a car under the scheme.
6. Superannuation (L4B & above) - 15% of Basic.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel (+91-20-66026777) | Fax (+91-20-66026789)
 Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
 CIN: U66010PN2001PLC015959

Other Benefits:

1. The employee is covered under a Group Term Life Policy (GTL) during the tenure of employment & benefit given under GTL is as per company policy. In addition to this, in case of accidental death the legal heir/nominee would be entitled to an additional death benefit.
2. Employees are covered under a Group Personal Accident (GPA) policy in the event of Permanent total disability/Permanent partial disability and Temporary Disability, arising out of an accident event. The sum assured under the GPA policy is as per company policy. This policy does not cover accidental death.
3. The employee and family members can avail Group Mediclaim (Hospitalization) Insurance facility. Employee is required to enter the choice of coverage (Sum assured & Number of family members). Default coverage of Rs. 2 Lakh will be provided by the company to the employee.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
7. 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 statutes. 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 Annexure to Appointment Letter.
8. Relocation benefits as per company relocation policy.
9. Perquisite as defined in income tax rule (included but not limited to advance against house deposit; Guest House/Hotel stay) shall be added to the taxable income for tax computation in accordance with the income tax act.

You are directed to report for duties on __/06/2020 (dd/mm/yyyy). However, owing to the advent of COVID -19 and the ongoing epidemic, the date of reporting is tentative and may vary, subject to the restrictions/precautionary measures undertaken by the Government of India and respective State Government in order to contain the spread of COVID-19. We shall inform you in advance if the date of reporting indicated above is changed.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959



Annexure "S"

BAJAJ ALLIANZ LIFE INSURANCE COMPANY LIMITED

INFORMATION ON SALARY PROCESS OF THE COMPANY

As per the Company Policies and Procedures, the Salary paid is calculated on the basis of the attendance for the current month i.e. 1st of the current month till 30th of the current month. Salary will be processed on the basis of SuccessFactors (b1) attendance only.

In the first month, New Joinee will get salary from the 1st to 30th of the month from his Date of Joining.

Employees whose joining compliances are completed (Employee code generated) on or after 20th of the current month salary will be paid in the subsequent month as Arrears..

The attendance period shall be inclusive of Sundays and Company declared Holidays.

For Example:

1. If an employee joins on the 10th day of August, he shall be receiving salary from 10th of August till 30th of August, for all days, in which he has marked attendance.

2. If an employee joins on the 20th day of August, he shall be receiving salary from 20th of August of previous month till 30th of September, in the month of September, as per the attendance.

To register your daily attendance, please ensure to log-in your attendance on SuccessFactors (b1) on daily basis. Also ensure to regularize your absent days / Leave Days before 18th of every month to avoid the salary deduction.

PAN No. & Bank Account Details Submission:

1. BANK & PAN Details updated only on b1 will be considered for Salary Payment. Please ensure to update correct PAN No. & Bank details on b1. We will consider it for salary pay-out

Path for updation of PAN/Bank details:

Login to B1 -> My Profile -> Bank Detail

2. Post Joining you have to open your Salary Account with the following banks, if you already have the active bank account with the below banks, the said account can be continued for salary Payments

- a) Axis Bank
- b) Bandhan Bank

3. Ensure that the name provided to company matches with the Bank record.

4. Also ensure that your salary account is activated before updating details on b1

5. Salary will be put on hold if PAN is not submitted within 90 days or if Bank Account no. is not submitted within 45 days of Date of Joining.

6. Salary hold for non-submission of PAN & Bank will be released by 8th of every month, if details submitted before 6th.

For New Joinee; if bank account is not updated on SuccessFactors, the first month salary will be Kept on hold and will be subsequently released in next pay-out cycle, post bank account details update in b1

Signature: _____

Name of the employee: Anudhoo Vasant Chavan

Designation: _____

Location: Kolhapur

Date: 23 / 1 / 2021

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411005 | Tel (+91-20-66026777) | Fax (+91-20-66026789)
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

CHECKLIST FOR EMPLOYEE CODE GENERATION-JOINING CHECKLIST 2 (JC2)

1. Duly Filled Joining Information Report (JIR)
2. Signed Acceptance Copy of Appointment Letter
3. Highest attained Education proof
4. Documents from previous Organisation:
 - Relieving Letter OR
 - Resignation acceptance letter with company seal OR
 - Full and Final Document with company seal OR
 - Resignation acceptance e-mail copy from official email id
5. If self employed
 - Income Tax Return Copy OR
 - Self Declaration
6. If on Contract/Commission Basis/Agent/Advisor/Consultant
 - Provide Resignation /Relieving letter mentioning that the candidate is no more associated with that company OR
 - Any other official document mentioning that the candidate is no longer associated with the company
7. Permanent address proof (any one of the below)
 - Passport
 - Pan Card
 - Voter's Identity Card issued by Election Commission of India
 - Driving License
 - Ration Card
 - Aadhaar Card
 - Electricity Bill
 - BSNL Bill
 - House Rent Agreement or House Registration
8. Current Address Proof (Original)
9. Three passport sized photographs

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1000 209 7272 | Email: customerservice@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

STRICTLY CONFIDENTIAL

Date: January 22, 2021

Meghana Chopade

teli galli, tal- kagal, Hamidwada, Kolhapur, Maharashtra - 416235,
Kolhapur.

Dear Meghana Chopade,

This has reference to your application and subsequent discussions. We are pleased to offer you the post of Sales Manager and you will be functionally working as Sales Manager in Grade STM at Bajaj Allianz Life Insurance Company Limited, as detailed in this letter. You are directed to report for duties on or before January 29, 2021. In case if you do not communicate acceptance of the offer in two (2) days from the date of receipt of this offer, or fail to join duties on or before the Date of Joining mentioned above, this offer shall automatically stand withdrawn, and shall cease to exist. The Company, may, at its sole discretion, extend the period in writing.

1. Location

You shall be based at Kolhapur and you shall report to your senior designated person assigned to you as your reporting authority and work under his/her guidance and supervision.

2. Transfer

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 services are transferable with or without any prior notice or reasons, at the sole discretion of the Company, to any department or to any Office, Branch, Division of this Company or in any subsidiary of this Company or a group or affiliate Company or your services may be seconded/deputed to any other Company or any other place where work of the Company is carried out, as may be necessary. In the event of your transfer, the terms and conditions of employment 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.

3. Compensation Package

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

4. Bonus, Variable Pay/or Performance Bonus & Annual Increment

'Bonus' indicates 'statutory bonus' which will be paid to you basis your eligibility in accordance with the provisions of the Payment of Bonus Act and the process and policies of the company as amended from time to time.

Variable pay or performance bonus and annual increment are paid to you subject to the applicable process and policies of the company from time to time. The payment of Variable pay or performance bonus or increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company in its sole discretion from time to time. Subject to as stated above, if your date of joining is after

282604/114010/Meghana Sanjay Chopade/15073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

the first working day of October of the calendar year you shall not be eligible for any performance bonus or any increment either in full or in part during the relevant financial year. Subject to as stated above, if your date of joining is on or before the first working day of October of the calendar year you shall be eligible for the performance bonus and increment on a prorata basis.

If your nature of job prescribes for any adhoc / special increment as per the process and policies of the company, you shall not be eligible for any annual increment. If your nature of job prescribes for sales incentive as per the process and policies of the company, you shall not be eligible for any variable pay/performance bonus.

5. Job Description

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company, 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.

6. Medical Fitness

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

7. Background Checks

Your appointment is made relying upon the information furnished and representation made by you from time to time. The Company and any of its employees/representatives and/or officials shall be entitled to conduct reference and background check from all the requisite sources including all your previous employer/s or references given by you and if not found suitable or any discrepancy is noted in regards to you or any of the statements, declarations or disclosures made by you the Company shall have full right and authority to terminate your services and take such further action as deemed necessary in the interest of the Company.

8. Retirement

The normal age of your retirement shall be 60 years and accordingly it is the condition of employment that you will automatically retire (superannuate) on attaining the age of 60 years and no further notice whatsoever to you will be necessary in this regard.

9. Leave

You will be entitled for leave and paid holidays as per the policy of the Company as presently applicable and/or as may be modified from time to time.

10. 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 compensation 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.

You shall at all times comply with the terms and conditions as laid down in Insurance Act, 1938, and observe the rules, regulations, circulars, code of conduct, etc. laid down by Insurance Regulatory and Development Authority of India (IRDAI) from time to time.

2528047114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

11. Termination

a) It is understood and agreed that this engagement may be terminated anytime, by either party by giving to the other at any time, notice in writing for the period based on your Grade at the time of termination, as notice period defined below:

L1 Grade & below: 1 (one) month

L2 Grade & above: 3 (three) months

The termination shall take effect at the end of such notice period. Termination with immediate effect, may be made by the company by paying you an amount equivalent to Gross Salary in lieu of notice mentioned above.

b) If you resign from the services of the company, the company may choose to, in its sole discretion, to relieve you immediately or on any date within your notice period or may require you to serve the notice period either in full or in part, with or without any pay in lieu of notice.

c) You understand and acknowledge that your notice period could be changed at any time during the course of your employment on account of change in your role/level/designation etc.

d) At the sole discretion of the Company your services are liable to be terminated without any notice or salary in lieu thereof in the event of any breach of the terms and conditions of this letter and the annexure thereto, including refusal of Transfer or nonfeasance or acts against the interest of the company or you being involved in violation of any of the Company's Rules, Policies, Service Regulations, Code of Conduct, or any offence which may or may not be directly connected with the business of the Company and for such act the Company shall not be held liable under any circumstances and provision. The Company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions including through the digital platform bringing bad name and/or disrepute to the Company.

12. Code of Conduct, and Rules/ Regulations/Polices of the Company

You shall at all times during your tenure with the Company, comply with the service regulations, code of conduct and all the policies, process, regulations, guidelines etc. issued by the Company, presently applicable to the employees of Bajaj Allianz Life Insurance Company Limited, and as amended or communicated from time to time.

13. Relationship with Directors

You will declare your relationship, if any, with any of the Directors of the Company 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 you becoming so.

14. Confidential Information

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, services 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.

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customer@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

You hereby agree that you will not, at any time during or after your employment 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.

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

Unauthorized Disclosure and use of confidential information constitutes a serious misconduct and 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.

15. Intellectual Property

All works developed by you during the course of your employment 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 compensation 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.

16. Proprietary Rights

Any product including but not limited to all information, reports, studies, software (including source codes, object codes and executable), flow charts, diagrams and other tangible and intangible material of any nature whatsoever produced by or as a result of any of the services rendered by you shall be the sole and exclusive property of the Company. In furtherance thereof, you hereby irrevocably grant, assign, transfer to the Company all rights, title and interest of any kind, in and to any such product" produced by you, severally or individually, whilst in employment with the Company. After the determination of your services, you shall not be entitled to make any use of any of the said materials except as may be expressly permitted in writing by the Company.

17. Advertisement

You shall not use or caused to be used the name and/or trademark/logo of the Company, its group companies, subsidiaries or associates in any sales or marketing publication or advertisement, or in any other manner whatsoever without prior written consent of Company."

During the tenure of your service and after determination thereof, you shall not publish or cause to be published in any media, print, web or electronic, any advertisement concerning the Company or its products

082004/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

without the prior written approval of the Company and further such matter to be published or caused to be published in any media, print or electronic shall be pre-approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. Any such matter to be published or caused to be published in any type of media whatsoever or any such circular or note concerning the Company shall comply with the IRDAI (Insurance Regulatory and Development Authority of India) Regulations, 2000 and the IRDAI (Insurance Regulatory and Development Authority of India) (Amendment) Regulations, 2015 and any amendments thereof. If any law suit or action shall be brought against the Company as a consequence of any unauthorized action or publication or statement of yours or the representatives in any media, print or electronic or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

18. 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, during your service tenure and after determination of your services. Such indemnity shall not prejudice the right of the Company to terminate your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss, damage.

19. 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 and shall surrender or dispose of all the assets of the company, if any, in your possession or control as may be instructed by the company in writing.

The Company at all times reserves the rights to have a lien over the dues payable to you for recovery/set off of assets/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 or assets of the company are surrendered /disposed of as above, even if you have been relieved from the service of the Company. In the event of your leaving the employment 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 initiate appropriate remedial proceedings including but not limited to the recovery of outstanding amounts.

20. Amendment

Unless otherwise decided by the company expressly, this Agreement shall only be modified or amended only by an instrument in writing duly issued by the Company.

21. 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.

22. Governing Laws & Jurisdiction

The provisions of this Agreement shall be governed by and construed in accordance with Indian law. Any dispute, controversy or claims arising out of or relating to this Agreement, shall be under the exclusive jurisdiction of the courts located at Pune.

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

doing with the Company, whether or not the relationship between the Company and such client/ customer was originally established in whole or in part through your efforts; and

(ii) Employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company or any Bajaj Finserv Group of Companies, on the date of cessation of your employment, or was in the employment of the Company or any Bajaj Finserv Group of Companies at any time in the preceding twelve (12) months preceding your date of cessation of employment.

27. Interpretation, Miscellaneous & Residuary

Notwithstanding anything contained herein the company reserves its absolute rights at its sole discretion to render interpretation of any of the clauses contained herein or to provide clarity to any of the verbiage or nomenclature or whatsoever as it may deem fit and proper. The decision of the company in this regard shall be final and binding.

28. Other Terms and Conditions

During your employment, you will be subject to the service rules and regulations applicable from time to time. The terms and conditions contained herein, and of the Annexure hereto 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 employment.

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.

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, consultant, servant or otherwise in any other business, trade, occupation or profession whatsoever. You will devote your whole time and attention to your duties with Bajaj Allianz Life Insurance Company OR the Company.

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

You shall not appoint or cause to appoint any of your direct or indirect relatives as insurance consultants for the Company or on any other designation under your organization without taking prior written consent for the Head-HR and Head of your Department.

You shall not communicate in writing to any client or prospective client on any product features or illustrative returns on investment in any product other than the ones published in the Company's product brochures or product circular without the prior written approval and authority of the Company and further such matter to be communicated shall be approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. You shall not give guarantees, written or oral, on behalf of the Company with regard to the prospective performance of any of the products of the Company. If any claim shall be brought against the Company as a consequence of any unauthorized action or communication or statement of yours or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

262604/114010/Meghana Sanjay Chopade/19073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

You shall maintain and ensure maintenance of such records and registers as may be specified by the Company, from time to time, which are necessary for achievement of your targets and improving your productivity.

You shall not do anything or cause to do anything, which shall bring dishonor and/or disrepute to the Company 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 Company the details thereof.

You shall not at any time use your association with the Company to gain unfair advantage for personal purposes.

Upon your joining duties and giving an acknowledgement of acceptance of this letter of offer, the letter shall be deemed to be your Appointment Letter. Please sign and return a copy of this communication and Annexure(s) in acknowledgement of receipt and acceptance of the terms and conditions of this contract.

Please read the notes/ instruction mentioned in the attached annexure including your entitlement sheet.

The attached annexures are an integral part of this Offer Letter and shall be read accordingly unless altered/changed/modified by the Company.

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 Life Insurance Company Ltd.

Santanu Banerjee

Chief Human Resources Officer

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this Offer Letter/Appointment Letter, and all the Annexures hereto. 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: _____

Date: ____dd)/____(mm)/____(yyyy)

232364/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

ANNEXURE A

COMPENSATION ENTITLEMENT SHEET

Date: January 22, 2021

Name:	Meghana Chopade		
Department:	Agency Sales		
Position Description:	Sales Manager		
Internal Designation:	Sales Manager		
Grade:	STM		
Location Code:	Kolhapur	Location:	Kolhapur
S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	6,500.00	78,000.00
2	Minimum HRA	1,200.00	14,400.00
3	Conveyance Allowance	2,000.00	24,000.00
4	Telephone Allowance	2,000.00	24,000.00
5	Statutory Bonus	1,300.00	15,600.00
6	Flexible Benefits	5,907.00	70,884.00
7	Company's Provident fund contribution	1,800.00	21,600.00
8	Gratuity as per the Act	313.00	3,756.00
	Total Fixed	21,020.00	252,240.00
9	Total Cost to Company		252,240.00

Flexible Benefits:

1. Children's Hostel Allowance - Rs. 300 per month per child up to a maximum of two children.
2. Children's Education Allowance - Rs. 100 per month per child up to a maximum of two children.
3. Leave Travel Allowance (L2A & Above) - For L2A Rs. 15,000 per annum and L3B and above up to the FBP balance amount limit.
4. National Pension Scheme (L2B & Above) - up to 10% of monthly basic salary.
5. Company Car (L3B & above) - One, can participate in the company car scheme, as applicable to the grade, part of the flexible benefit plan will be assigned toward the scheme, if one opts for a car under the scheme.
6. Superannuation (L4B & above) - 15% of Basic.

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

Other Benefits:

1. The employee is covered under a Group Term Life Policy (GTL) during the tenure of employment & benefit given under GTL is as per company policy. In addition to this, in case of accidental death the legal heir/nominee would be entitled to an additional death benefit.
2. Employees are covered under a Group Personal Accident (GPA) policy in the event of Permanent total disability/Permanent partial disability and Temporary Disability, arising out of an accident event. The sum assured under the GPA policy is as per company policy. This policy does not cover accidental death.
3. The employee and family members can avail Group Medisclaim (Hospitalization) Insurance facility. Employee is required to enter the choice of coverage (Sum assured & Number of family members). Default coverage of Rs. 2 Lakh will be provided by the company to the employee.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
7. 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 statutes. 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 Annexure to Appointment Letter.
8. Relocation benefits as per company relocation policy.
9. Perquisite as defined in income tax rule (included but not limited to advance against house deposit; Guest House/Hotel stay) shall be added to the taxable income for tax computation in accordance with the income tax act.

You are directed to report for duties on __/06/2020 (dd/mm/yyyy). However, owing to the advent of COVID -19 and the ongoing epidemic, the date of reporting is tentative and may vary, subject to the restrictions/precautionary measures undertaken by the Government of India and respective State Government in order to contain the spread of COVID-19. We shall inform you in advance if the date of reporting indicated above is changed.

282804/114910/Meghana Ganjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

Annexure "S"

BAJAJ ALLIANZ LIFE INSURANCE COMPANY LIMITED

INFORMATION ON SALARY PROCESS OF THE COMPANY

As per the Company Policies and Procedures, the Salary paid is calculated on the basis of the attendance for the current month i.e. 1st of the current month till 30th of the current month. Salary will be processed on the basis of SuccessFactors (b1) attendance only

In the first month, New Joinee will get salary from the 1st to 30th of the month from his Date of Joining.

Employees whose joining compliances are completed (Employee code generated) on or after 20th of the current month salary will be paid in the subsequent month as Arrears..

The attendance period shall be inclusive of Sundays and Company declared Holidays.

For Example:

1. If an employee joins on the 10th day of August, he shall be receiving salary from 10th of August till 30th of August, for all days, in which he has marked attendance.

2. If an employee joins on the 20th day of August, he shall be receiving salary from 20th of August of previous month till 30th of September, in the month of September, as per the attendance.

To register your daily attendance, please ensure to log-in your attendance on SuccessFactors (b1) on daily basis. Also ensure to regularize your absent days / Leave Days before 18th of every month to avoid the salary deduction.

PAN No. & Bank Account Details Submission:

1. BANK & PAN Details updated only on b1 will be considered for Salary Payment. Please ensure to update correct PAN No. & Bank details on b1. We will consider it for salary pay-out

Path for updation of PAN/Bank details:

Login to B1 --> My Profile --> Bank Detail

2. Post Joining you have to open your Salary Account with the following banks, if you already have the active bank account with the below banks, the said account can be continued for salary Payments

- a) Axis Bank
- b) Bandhan Bank

3. Ensure that the name provided to company matches with the Bank record.

4. Also ensure that your salary account is activated before updating details on b1

5. Salary will be put on hold if PAN is not submitted within 90 days or if Bank Account no. is not submitted within 45 days of Date of Joining.

6. Salary hold for non-submission of PAN & Bank will be released by 8th of every month, if details submitted before 6th.

For New Joinee; if bank account is not updated on SuccessFactors, the first month salary will be Kept on hold and will be subsequently released in next pay-out cycle, post bank account details update in b1

Signature: _____

Name of the employee: _____

Designation: _____

Location: _____

Date: ____/____/____

282604/114010/Meghana Sanjay Chopade/16073.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789

Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com

CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

CHECKLIST FOR EMPLOYEE CODE GENERATION-JOINING CHECKLIST 2 (JC2)

1. Duly Filled Joining Information Report (JIR)
2. Signed Acceptance Copy of Appointment Letter
3. Highest attained Education proof
4. Documents from previous Organisation:
 - Relieving Letter OR
 - Resignation acceptance letter with company seal OR
 - Full and Final Document with company seal OR
 - Resignation acceptance e-mail copy from official email id
5. If self employed
 - Income Tax Return Copy OR
 - Self Declaration
6. If on Contract/Commission Basis/Agent/Advisor/Consultant
 - Provide Resignation /Relieving letter mentioning that the candidate is no more associated with that company OR
 - Any other official document mentioning that the candidate is no longer associated with the company
7. Permanent address proof (any one of the below)
 - Passport
 - Pan Card
 - Voter's Identity Card issued by Election Commission of India
 - Driving License
 - Ration Card
 - Aadhaar Card
 - Electricity Bill
 - BSNL Bill
 - House Rent Agreement or House Registration
8. Current Address Proof (Original)
9. Three passport sized photographs

282604/114010/Meghana Sanjay Chopade/10073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959



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

Campus Hiring - INTELLEGROW

2 messages

Ankur Rangate <Ankur.r@intellegrow.com>

Mon, Dec 30, 2019 at 11:55 AM

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

Cc: Neelam Bharate <neelam.b@intellegrow.com>, Amod Sortur <amod.s@intellegrow.com>

Dear Kishor,

This is Ankur Rangate, Branch Manager(Kolhapur) INTELLEGROW.

We are looking for freshers who can support us for our Sales team. In the attachment is the job description for same and detailed company's profile.

Please let me know the count of students interested in drive as discussed on phone.

Warm Regards,

Ankur Rangate

Branch Manager



Jain Sons Finlease Limited

M: +91 8788986936 | 9405071202 | www.intellegrow.com**2 attachments** **Campus Recruitment INTELLEGROW.pdf**
1627K **JD Campus Hiring**
613K**Placement @ SIBER** <cdc@siberindia.edu.in>

Sat, Jan 4, 2020 at 3:08 PM

To: Ankur Rangate <Ankur.r@intellegrow.com>, pgkale@siberindia.edu.in

Namaste Sir,
herewith iam attaching the list of registered students for the pool campus for your reference.
Requesting you to do the needful.
with regards,

7/22/22, 12:59 PM

CHHATRAPATI SHAHU INSTITUTE OF BUSINESS EDUCATION & RESEARCH Mail - Campus Hiring - INTELLEGROW

Dr. V. Ravi Kishore Kumar
Member, CDC
Career Development Centre

Chhatrapati Shahu Institute of Business Education and Research Trust

[Quoted text hidden]



Intellegrow Pool campus list2020.xlsx

7K



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

Selected Candidate - Intellegrow

2 messages

Neelam Bharate <neelam.b@intellegrow.com>

Fri, Jan 10, 2020 at 4:27 PM

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

Cc: Amod Sortur <amod.s@intellegrow.com>, Ankur Rangate <Ankur.r@intellegrow.com>

Dear Kishore,

This is to inform you that we have selected below mentioned candidates and would like them to join us on 16th January 20. We will be sending them the offer letters shortly.

- Vaibhav Patil
- Pawan Koli

Warm Regards,

Neelam Bharate

Senior Manager Human Resource



Jain Sons Finlease Limited

12B, 3rd Floor, Techniplex-II IT Park, Off Veer Savarkar Flyover, Goregaon (W), Mumbai 400062, India

M: +91 9867699773 | T: +91 22 62492700 (ext: 737) | www.intellegrow.com

Please do not print this e-mail unless you really need to.

Disclaimer This message (including any attachment(s) hereto) is confidential, non-public, and proprietary, it may also be privileged. It is intended solely for the addressee. If you are not the intended recipient you are hereby notified that any disclosure, copying, distribution or taking any action in reliance on the contents of this information is strictly prohibited and may be unlawful. If you have received this message in error, you are requested to delete it from your system and to contact the sender by replying to this message immediately. Jain Sons Finlease Limited is neither liable for the improper transmission of this message nor for any damages sustained as a result of this message. If this message and its attachments contain terms and conditions under negotiation, they shall not be deemed as a definitive agreement or supersede any other arrangement that may exist between the parties.

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

Fri, Jan 10, 2020 at 6:04 PM

To: Neelam Bharate <neelam.b@intellegrow.com>

Thank you for your cooperation. I will be looking into further proceedings from our side.
With regards,

Dr. V. R. Kishore Kumar

[Quoted text hidden]

2 attachments

image001.png
6K

image001.png

January 13, 2020

Mr. Vaibhav Patil,

Dear Vaibhav,

We are pleased to offer you the position of **Relationship Management - Associate** with Jain Sons Finlease Limited (Intellegrow). The details of your job responsibilities will be communicated to you once you join.

Annexure-I provides an indicative breakup of your salary. You shall be starting on probation for 3 months which gets confirmed on satisfactory performance.

Your employment with us will be governed by our Terms and Conditions as detailed in the Employment Contract (which you are required to sign upon joining). You will also be governed by any rules, regulations, policies and practices of the Company, some of which may be amended from time to time.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below indicating your acceptance of our offer and mail a confirmation letter to us within two days, failing which this offer stands null and void.

We hope this is the beginning of a mutually beneficial relationship.

Sincerely,
For, Jain Sons Finlease Ltd. (Intellegrow)


Neelam Bharate
Head – Human Resources

Acceptance of Offer

I hereby accept the position and terms and conditions of employment offered.

Please sign and date your acceptance. _____

JAIN SONS FINLEASE LIMITED

Registered Office & Corporate Office:
128, 3rd Floor, Technplex-II IT Park, Off. Veer Savarkar Road, Goregaon (West),
Mumbai - 400062, Maharashtra, India
Telephone: +91-22-6249 2700 ; Fax: +91-22-2649 2789
CIN No.: U65910MH1998PLC333546 ; REI Reg. No.: B-09 09441
intellegrow.com

Annexure- I – Vaibhav Patil

Particulars	Rs.
Basic Salary	2,05,000
House Rent Allowance	1,02,500
Food Coupon	26,400
Special Allowance	76,100
Annual Fixed (A)	4,10,000
Annual Variable (B) – Performance linked	1,02,000
Telephone Reimbursements (C) – Actuals or the given amount whichever is lower	9,600
Travel Reimbursements (D) – Actuals or the given amount whichever is lower	60,000
Equivalent Amount of Medical Insurance Premium (E)	20,000
Total CTC (A+B+C+D+E)	6,01,600

The statutory taxes as applicable will be deducted from the above CTC, including but not limited to, professional tax, income tax, provident fund, labor welfare fund etc. Further, note that employee and employer provident fund deduction are included in the above-mentioned CTC.

Please note that you may/will be eligible for Food coupon and CTC reimbursements as per policy which can be optionally opted by you subsequent to joining.

Also, you will be eligible for retiral benefits like Gratuity besides the following Health Insurance Benefits as per company's norms:

Group Mediciclaim Cover

All permanent members of the company, including their immediate family members (spouse, kids and dependent parents or parent in-laws) are covered under the Mediciclaim Policy to which the Company subscribes. This covers hospitalization and associated surgery and pre-post hospitalization expenses up to a certain limit. The Sum Assured is INR 5 Lakhs.

Group Accident Cover

All permanent members of the company are covered under the Group Accident Policy to which the Company subscribes. The Sum Assured is up to INR 10 Lakhs.

Group Life Cover

All permanent members of the company are covered under the Group Life Insurance to which the Company subscribes. The Sum Assured is up to INR 50 Lakhs.

JAIN SONS FINLEASE LIMITED

Registered Office & Corporate Office:
12B, 3rd Floor, Techniplex-II IT Park, Off. Veer Savarkar Flyover, Goregaon (West),
Mumbai - 400062, Maharashtra, India
Telephone: +91-22-6249 2700 ; Fax: +91-22-2649 2789
CIN No.: U65910MH1998PLC333546 ; RBI Reg. No.: B-09.00441
intellegrow.com

January 13, 2020

Mr. Pawan Koli,

Dear Pawan,

We are pleased to offer you the position of **Relationship Management - Associate** with Jain Sons Finlease Limited (Intellegrow). The details of your job responsibilities will be communicated to you once you join.

Annexure-I provides an indicative breakup of your salary. You shall be starting on probation for 3 months which gets confirmed on satisfactory performance.

Your employment with us will be governed by our Terms and Conditions as detailed in the Employment Contract (which you are required to sign upon joining). You will also be governed by any rules, regulations, policies and practices of the Company, some of which may be amended from time to time.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below indicating your acceptance of our offer and mail a confirmation letter to us within two days, failing which this offer stands null and void.

We hope this is the beginning of a mutually beneficial relationship.

Sincerely,

For, **Jain Sons Finlease Ltd. (Intellegrow)**



Neelam Bharate
Head – Human Resources

Acceptance of Offer

I hereby accept the position and terms and conditions of employment offered.

Please sign and date your acceptance. _____.

JAIN SONS FINLEASE LIMITED

Registered Office & Corporate Office:
12B, 3rd Floor, Techniplex-II IT Park, Off. Veer Savarkar Flyover, Goregaon (West),
Mumbai - 400062, Maharashtra, India
Telephone: +91-22-6249 2700 ; Fax: +91-22-2649 2769
CIN No.: U65910MH1998PLC333546 ; RBI Reg. No.: B-09.00441
intellegrow.com

Annexure- I – Pawan Koli

Particulars	Rs.
Basic Salary	2,05,000
House Rent Allowance	1,02,500
Food Coupon	26,400
Special Allowance	76,100
Annual Fixed (A)	4,10,000
Annual Variable (B) – Performance linked	1,02,000
Telephone Reimbursements (C) – Actuals or the given amount whichever is lower	9,600
Travel Reimbursements (D) – Actuals or the given amount whichever is lower	60,000
Equivalent Amount of Medical Insurance Premium (E)	20,000
Total CTC (A+B+C+D+E)	6,01,600

The statutory taxes as applicable will be deducted from the above CTC, including but not limited to, professional tax, income tax, provident fund, labor welfare fund etc. Further, note that employee and employer provident fund deduction are included in the above-mentioned CTC.

Please note that you may/will be eligible for Food coupon and CTC reimbursements as per policy which can be optionally opted by you subsequent to joining.

Also, you will be eligible for retiral benefits like Gratuity besides the following Health Insurance Benefits as per company's norms:

Group Mediciam Cover

All permanent members of the company, including their immediate family members (spouse, kids and dependent parents or parent in-laws) are covered under the Mediciam Policy to which the Company subscribes. This covers hospitalization and associated surgery and pre-post hospitalization expenses up to a certain limit. The Sum Assured is INR 5 Lakhs.

Group Accident Cover

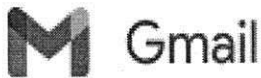
All permanent members of the company are covered under the Group Accident Policy to which the Company subscribes. The Sum Assured is up to INR 10 Lakhs.

Group Life Cover

All permanent members of the company are covered under the Group Life Insurance to which the Company subscribes. The Sum Assured is up to INR 50 Lakhs.

JAIN SONS FINLEASE LIMITED

Registered Office & Corporate Office:
12B, 3rd Floor, Techniplex-II IT Park, Off. Veer Savarkar Flyover, Goregaon (West),
Mumbai - 400062, Maharashtra, India
Telephone: +91-22-6249 2700 ; Fax: +91-22-2649 2789
CIN No.: U65910MH1998PLC333546 ; RBI Reg. No.: B-09.00441
Intellegrow.com



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

Kotak Life Campus Drive 2019-20

3 messages

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

Sat, Oct 5, 2019 at 3:20 PM

Bcc: akshayghorpade08@gmail.com, rakeshby4@gmail.com, kailasmirajkar26@gmail.com, rohans7tdk@gmail.com, sp1684074@gmail.com, poonampatil12695@gmail.com, akshayghanekar592@gmail.com, meghanachopade@gmail.com, pritamtate1997@gmail.com, malavekarkumar@gmail.com, nandabodake5597@gmail.com, sanketjmdade11297@gmail.com, adinathshenekar@gmail.com, desaiaasawari97@gmail.com, snarute1997@gmail.com, rajendrahandage@gmail.com, telirutuja106@gmail.com, shivalishinde.50@gmail.com, sushilkate@gmail.com, prithvikale1@gmail.com, amararage@gmail.com, susmitaghatage1711@gmail.com, bolajsneha1110@gmail.com, aishwaryabhendvade@gmail.com, khanjireishwarya@gmail.com, tkp479934@gmail.com, madhavibhosale1995@gmail.com, 2050sourabhwaichal@gmail.com, vaibhavcmadak@gmail.com, onkarchavan@icloud.com, dhirajpatil4346@gmail.com, chndr1211@gmail.com, panditchaitany292@gmail.com, rajeshtsandugade@gmail.com, sameerdesai0906@gmail.com, Shreyas Atigre <shreyasatigre09@gmail.com>, girishchougule7500@gmail.com, supriyapatil8107@gmail.com, kiranyedage@gmail.com, rahulbhocr7@gmail.com, pawar.akshay621@gmail.com, hulikattisuraj@gmail.com, suyogkore7812@gmail.com, vaibhav3340@gmail.com, nikitaspatil1234@gmail.com, kankekarrmar@gmail.com, sayaliraorane31@gmail.com, akshaykadam7497@gmail.com, pallavikharade111@gmail.com, sunilkarangutkar05@gmail.com, prashamamane2127@gmail.com, rahulvibhute15@gmail.com, prajaktachechar1996@gmail.com, shwetelokhande7788@gmail.com, prajupatil1210@gmail.com, vaibhavlengare2705@gmail.com, jennifer.pereira1997@gmail.com, sbkatkar923@gmail.com, varshuv1997@gmail.com, manishapatil2924@gmail.com, sushantshinde5749@gmail.com, bhagyashrimohite1920@gmail.com, mrunalsakate234@gmail.com, shitaljadhav0406@gmail.com, sayali141296@gmail.com, abhishekbagade55@gmail.com, sahilpatel711@gmail.com, Ashish Shinde <ashishshinde6997@gmail.com>, patilvikram8055@gmail.com, lohar.aniket24@gmail.com, manojgavali5286@gmail.com, muskankotwal111@gmail.com, priyankankheradkar12345@gmail.com, pavanpawar113@gmail.com, komalsase3281@gmail.com, aishwaryajangam338@gmail.com, prashalishinde1996@gmail.com, rutujalambe1143@gmail.com, VPIMSR Placement <cdc@vpimsr.edu.in>

Hello,

Greetings from CSIBER!

This is with reference to your registration for Kotak Life Campus Placement Drive 2019-20.

Following are the details of the drive:

Date of Campus Drive: 07.10.19 (Monday)

Reporting Time: 10.15 am

Venue: Room no. 1

Recruitment Process:

1. Address to the Students (Presentation – industry, company & role introduction)
2. Questions & Answers (related to the Opportunity at Kotak Life Insurance)
3. Online Aptitude Exam (Behavioral & Cognitive assessment)
4. Face2Face Interview with the shortlisted students.
5. Awarding Offer Letter to the Selected Students on the spot.

Kindly carry 2 copies of your resume. Dresscode is compulsory.

Attendance is compulsory for students who have registered for the drive. As per the placement policy if the student does not attend the drive after registration, he/she will not be eligible for further campus placements. Also, necessary action will be taken.

Regards,

Bhakti Bhadra

Training and Placement Officer
Career Development Centre

Date: 7th October 2019

Candidate Name:- Asawari Desai Institute Name:- CSIBER

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a **Management Trainee** by the Kotak Mahindra Group for;

❖ **Kotak Life**

Your *remuneration* per annum is **Rs. 350000** CTC plus annual incentives (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

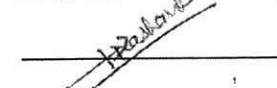
In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

Sagar.thorat@kotak.com	Kotak Life
Maneesh.goel@kotak.com	Kotak Life

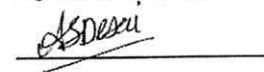
Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group



Signature of the candidate



Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2009PLC128503

Registered Office:

2nd Floor,
Plot # C-12,
G-Block, BKC, Bandra (E),
Mumbai - 400 051.

Corporate Office:

7th Floor, Kotak Infinity, Bldg. No. 21,
Infinity Park, Off W. E. Highway,
General AK Vardya Marg, Malad (E),
Mumbai - 400 097, India.

T +91 22 66057777
F +91 22 67425649 / 50
<http://insurance.kotak.com>

Koi hai... hamesha

Date: 7th October 2019

Candidate Name:- Aishwarya Bhendwade Institute Name:- CSIBER

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a **Management Trainee** by the Kotak Mahindra Group for;

❖ **Kotak Life**

Your *remuneration* per annum is **Rs. 350000** CTC plus annual incentives (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

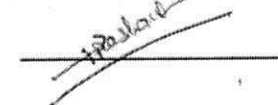
In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

Sagar.thorat@kotak.com	Kotak Life
Maneesh.goel@kotak.com	Kotak Life

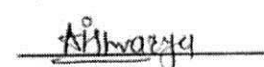
Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group



Signature of the candidate



Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC124503

Registered Office:

2nd Floor,
Plot A C-12,
G-Block, BKC, Bandra (E),
Mumbai - 400 051

Corporate Office:

7th floor, Kotak Infinite Bldg. No. 21,
Infinity Park, Off W. E. Highway,
General AK. Vaidya Marg, Malviya Nagar,
Mumbai - 400 097, India

T +91 22 66057777
F +91 22 67425649 / 50
<http://insurance.kotak.com>

Koi hai... hamesha

REF: GRPL/HR/Nov-21

16th November 2021**Offer Letter**

To
Mr. Supriya Patil,

Dear Supriya,

Congratulations on being selected to be a part of the Xcaliber Family!!

With reference to your application and subsequent interviews and discussions with us, we are pleased to offer you a position with **Xcaliber Infotech Pvt. Ltd.** The details of terms and conditions of the offer are as enlisted below:

1. **Designation and Role:** You will be designated as **"Financial Analyst"**.
2. **Date of commencement of Employment:** You will be expected to report for duties on or before **22nd November 2021**.
3. **Place of Work:** You will be working from **Pune**, office* **Situated at, The Pavillion, 10th Floor, Senapati Bapat Road, Pune - 411016.** (*The office location may be subject to change as per needs of the business and work and are liable to be changed.)
1. **Pay, Compensation and Benefits:** You will be entitled for pay and compensation as given below:
 - a. **Annual CTC:** Your Annual Compensation would be **Rs. 4,00,000 (Four Lakh Rupees Only).**
 - b. **Compensation Confidentiality:** Your Compensation is strictly confidential and shall not be discussed and/or divulged with anyone for any reason.
 - c. **Detailed Compensation Structure:** A detailed compensation break-up structure is given in **Annexure A.**
 - d. **Employment Agreement and Terms and Conditions:** Details of Employment agreement and terms and conditions of employment are enlisted in **Annexure B**

Please read this document carefully and thoroughly and sign on the second copy to indicate your acceptance of this Employment agreement and terms and conditions mentioned herein.
We look forward to having you aboard!!!

For Xcaliber Infotech Pvt. Ltd.

Ameya Kandalkar
Director

"ANNEXURE A"
COMPENSATION STRUCTURE:

Your individual compensation has been determined based on various factors such as your job, skills, specific background, and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total CTC will be **Rs. 4,00,000 (Four Lakh Rupees Only)** its composition will be as follows:

Name: Supriya Patil		
Designation: Financial Analyst		
Annual Cost to Company: Rs.4,00,000 (Four Lakh Rupees Only)		
With Effect From: 22nd November 2021		
[A] Salary Component	Per Month	Per Annum
Basic	13,333.33	1,60,000.00
Dearness Allowance	1,600.00	19,200.00
House Rent Allowance	5,333.33	64,000.00
Standard Allowance	4,166.67	50,000.00
PF Contribution	1,800.00	21,600.00
Special Allowance	7,100.00	85,200.00
Sub Total (A)	33,333.33	4,00,000.00
[B] Annual Benefits		
Leave Travel Allowance	000.00	000.00
Annual Performance Bonus	000.00	000.00
Sub Total [B]	000.00	000.00
	Grand Total (A+B)	400,000.00
	Cost to Company	4,00,000.00
Your Take Home Salary will be subject to:		
1. TDS at Source.		
2. Statutory deductions like Professional Tax, Provident Fund /ESIC (if applicable) and other such statutory deductions as indicated and required by the Government of India /State Government.		

"ANNEXURE B"

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | Email: contact@xcaliberinfotech.com | Website: www.pi108.com

EMPLOYMENT AGREEMENT

Employment Terms and Conditions: Your acceptance of this offer would imply acceptance of Terms and Conditions of Employment and association with Xcaliber Infotech Pvt. Ltd. A detailed Employment agreement will be issued to you on your date of joining Xcaliber.

1. BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

2. NO-SHOW:

Failure to report at the specified office on the specified date shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

3. REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.

4. PROBATION PERIOD:

You will be on **Probation for 6 months** from the date of joining. On successful completion, the probation would be confirmed. In the event if your performance is found unsatisfactory, Company can terminate services by giving one month notice or one-month salary.

5. LEAVE:

You would be entitled for 1.75 paid leave for each full month of your service.

6. ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement, without the prior written consent of the Company.

7. HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

8. DOCUMENTATION:

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | Email: contact@xcaliberinfotech.com | Website: www.pi108.com

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreement).

9. INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

10. UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work in such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

11. CONFIDENTIALITY & NON-DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media, and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company. You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients whom you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

12. NON-COMPETE & NON-SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts, or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

13. WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppels of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

14. TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the **EMPLOYEE**; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: If the employment is terminated without Cause, the **EMPLOYEE** will be provided with a 30-day written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

15. TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 90 days must be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

16. MORAL CONDUCT:

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | Email: contact@xcaliberinfotech.com | Website: www.pi108.com

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

17. ALTERNATIVE EMPLOYMENT:

You will be a whole-time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

18. COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company. In the event of your resignation/termination you are obliged to return all the company's property like access/ID card, documents, machines data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

19. CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

20. CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

21. PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place or posting including to consent to add/or agree to certain other agreements.

DECLARATION:

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH2008BPT C188636

Phone: 020-65262684 | Email: contact@xcaliberinfotech.com | Website: www.pi108.com

This is, to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

Signature: _____

Date:

Name: Supriya Patil

Appointment Letter

01 Nov 2021

Gautami Vijaykumar Patil
Plot.No.4,B.No.2.Omkar Residency,Morewadi,R.K.Nagar.
Kolhapur, Maharashtra

Dear Gautami

With reference to the discussion you had with us, we are pleased to offer you a position as "HR Associate" at BlueOrbit Technologies Pvt Ltd., with effect from 01 Nov 2021.

Your services with BlueOrbit Technologies Pvt Ltd shall be subject to the following terms and conditions as mutually agreed between us:

1. Your base location will be at Chennai, but you might be required to work either on a temporary basis or on permanent basis at other office locations and/or at Customer Sites, both within and Outside India. You will be on probation for 6 months from the date of commencement of your services, which period may be further extended at the discretion of BlueOrbit Technologies Pvt Ltd. At the end of the probation period, your services will get confirmed unless communicated otherwise in writing. During the probation period, your services may be dispensed with by BlueOrbit by providing 15 days written notice. The continuation of this appointment shall at all times be subject to your consistent performance expected from you from time to time.

This offer will become effective from your date of joining with the Company. Your cost to company (CTC) will be Rs. 1,73,000.00 per annum. Please refer Annexure I for salary structure. This may be subject to tax deduction at source, if applicable.

(a) You will be entitled to Provident Fund as per the Employees Provident Funds and Miscellaneous Provisions Act, 1952 and Employees Provident Funds Scheme, 1952.

(b) You will be entitled to Gratuity as per the Payment of Gratuity Act, 1972.

(c) Your salary is strictly confidential.

(d) Your designation is merely indicative of the responsibilities, which you are required to carry out. BlueOrbit shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory or other functions and you shall be bound to carry out such functions.

(e) Increments are not automatic but will be based solely on efficient, satisfactory and loyal discharge of duties as assessed by the performance appraisal system.

(f) It is agreed that it shall be open to from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you.

(g) You will confirm to all the policies & procedure of BlueOrbit Technologies Pvt Ltd that may be applicable from time to time. Particularly, we are drawing your attention to data use and software intellectual property restrictions. You will comply with all the data use agreements and confirm that you shall not use, including provide to others for use, any data of BlueOrbit or any of its customers, in any manner that is not in conformity with the Data Use Agreement.



(h) You confirm and declare to BlueOrbit Technologies Pvt Ltd that you have never been the subject of any civil or criminal proceedings nor do you have any criminal convictions against you in India or elsewhere.

(i) In case you commit breach of any of the aforesaid terms & conditions or commit any act of misconduct (which includes among other things fraudulent acts, criminal conviction, failure to adhere to BlueOrbit Technologies Pvt Ltd policies including Information Security Policies), BlueOrbit Technologies Pvt Ltd may initiate disciplinary action against you including terminating your employment without notice and without any payment in lieu of notice and withdrawal of all benefits with immediate effect.

2. That your appointment will be further subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application, at the time of your appointment. In case it comes to the notice of the company at any time that the particulars given by you in your application were not true, your appointment shall be deemed to be automatically withdrawn irrespective of whether you have joined duty upon your selection. In such a contingency, you shall be liable to be discharged forthwith.

3. You will be required to sign the Non-Compete/Disclosure/ Solicitation and Works for Hire and Intellectual Property as a part of the Company policy. In case of any conflict between the terms of the Non-Disclosure Agreement and this letter, the terms of the Non-Compete/Disclosure/ Solicitation shall prevail. You shall be responsible for the security of all proprietary and confidential information/data and material belonging to BlueOrbit Technologies Pvt Ltd and its clients provided to or accessible by you working at BlueOrbit Technologies Pvt Ltd. In the event of any loss, misuse, theft of any such confidential information/data or any loss occasioned to company due to any acts or omissions attributable to you, you shall immediately make good the loss to company. In the event of your separation, either initiated by you, or by the company for breach of the terms of this appointment, you shall be liable to pay the said liquidated damages.

4. In the event you leave our employment within 12 months from the joining date under the situations mentioned in the preceding clause, the expenses incurred by the company, training/certification costs, if any, will be adjusted towards the full and final settlement and the balance recovered from your estate.

5. You are entitled to all holidays declared by the company and will be entitled to leave as per company's policies in force in that regard from time to time.

6. Your employment is transferable and BlueOrbit at its discretion may transfer you to any other department or to any place in India or outside India and as such you may, at any time, or to any of the offices of BlueOrbit, its associates, organizations with whom company has transactions, whether the office, subsidiary, associate or organization is in existence today or is set-up anytime hereafter. While every attempt will be made to give you reasonable advance notice of such transfer, however, in case of emergency, such transfers may be made effective immediately, one location to another and/or from one shift to another.

7. During your employment with the company, the service rules and regulations of the company being in force or introduced /amended later will govern you. On your transfer to any other place as stipulated above, you will observe the working timings and holidays as applicable to the location and place of work and project where you have been transferred, without any change in remuneration.

8. After the probation period,

a. The services shall be terminated by giving 30 days' notice from either by you or from the Company.

b. If the termination is initiated by the company, it has the entitlement of either giving 30 days' notice or pay the basic salary in lieu of the notice period.

c. If the termination is initiated by you, you are required to provide the 30 day mandatory advance notice in writing before you are relieved from the employment. During this 30 day period, you will attend the office as usual, without too many personal or other leaves, and provide all help, documentation and other services to ensure full knowledge transfer and smooth transition. In one-off cases, purely based on management discretion, confirmed via an explicit paper mail or email signed, you may be allowed to pay 30 days of basic salary, in lieu of the 30 days notice.

d. In the event of failing to adhere to the above clause, and/or the company decision, you will not be eligible for relieving documents and Full and Final Settlement. Notice period is subject for further revision, based on any changes in your role/ responsibilities.

9. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to any one not employed by the company. At all times you shall maintain integrity. You shall not communicate, in any manner any information regarding your remuneration / terms of employment to any other you of the company except your immediate superior. Indulgence in any activity or any violation of this norm shall lead to termination of your service immediately.

10. You shall, at all times, maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interests, credit and prestige of the company. You shall not, at any time, work against the interests of the company nor do anything that is unbecoming of you. Any violation of this norm of behavior shall constitute misconduct for which the company shall be competent to take disciplinary action against you and also in case you act against the basic and universally accepted understandings.

11. Your appointment and continuation in service is further subject to your fitness in health. In the event of your continuous illness for a period of 2 months or more, your services are liable to be terminated by giving one month's notice or one month's basic salary in lieu thereof. You are advised to maintain yourself in a state of medical/physical/mental fitness. This is in your own as well as company's interests.

12. During your employment with us, you will work full time for the company and not work anywhere else, directly or indirectly, or conduct any business, part-time or otherwise.

13. Your duty hours will be advised by your superiors from time to time.

14. You shall regularly follow the system maintained by Company for registering the attendance of the employees of your cadre. You shall maintain proper discipline & dignity of the office and shall deal with all matters with sobriety. You will inform Company in writing about any change in your residential address. In the absence of such information, all communications shall be sent to you on the last address given by you to Company, and all such communication shall be deemed to have been delivered to you. You authorize Company to make an audio recording of all work-related telephone calls made/received by you. This appointment and its continuance is subject to your being found and remaining medically (physically and mentally) fit. Company reserves the right to ask you to undergo medical examination if and when considered necessary.

15. In case you absent your self from duty for 7 consecutive days or more or extend leaves at your own and without consent of the company beyond originally granted leaves, you shall be deemed to have abandoned employment and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by way of abandonment by you and not as a termination of the service by the company, and any compensation, if any, will not be paid.

16. Any dispute, difference, controversy or claim ("Dispute") arising between the Parties out of or in relation to or in connection with these terms of Employment, of the breach, termination, effect, validity, interpretation or non maintaining the secrete policy of this Agreement or as to the

parties' rights, duties or liabilities there under, or as to any act, matter or thing arising out of, consequent to or in connection with this Agreement, shall be settled by the Parties by mutual negotiations and agreement. If, for any reason, the Parties cannot resolve such Dispute amicably, the same shall then be referred to and settled by way of arbitration proceedings by appointment of a sole arbitrator by Company. The decision of the Arbitrator shall be final and binding upon the Parties. The venue of arbitration proceedings will be at Chennai. The language of the arbitration and the award shall be English. All legal proceedings shall be subject to the jurisdiction of the appropriate courts at Chennai only.

Intellectual Property

17.1. If the you create any work in which any copyright, patent, trade secrets, design right or similar rights may exist during the course of your employment (including any work created during any time spent by you on the Company's business outside your normal working hours and which relates to that business), those rights shall belong to the Company.

17.2. If the you make any invention, whether patentable or not, which relates to or is capable of being used in any business activity of the Company in which you have been actively involved at any time during the period of two years before making the invention, you must disclose it to the Company under the Inventions and Non-Disclosure Agreement.

Non-competition & Non Solicitation

18. You are employed on a full time basis, and may not therefore take any other employment, including evening or part-time work, without prior permission in writing from BlueOrbit Technologies Pvt Ltd and may not engage in any trade, profession, vocation or business during your employment with the company.

19. You will have access during your employment to confidential information concerning the Company's business, customers and/or suppliers. You may not disclose such information at any time, even after the termination of your employment, unless it has become public knowledge otherwise than by your disclosing it, or as may be required by law.

20. On the termination of the your employment for any reason, you shall return to the Company all property of the Company in your possession, including (without limitation) any company car, telephones or faxes, computers and other hardware, and all records and information belonging to the Company (whether or not confidential) whether in written or machine-readable form. Any such information held in the machine-readable form on hardware or storage media, which he is not otherwise obliged to return by this clause, shall be deleted and purged.

You shall not, directly or indirectly, without the Company's prior written consent, for a period of 12 months after the termination of your employment for any reason, either yourself or on behalf of another person, firm or company:

21. Non- Compete: Directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, you, consultant or in any other capacity or manner whatsoever) which is similar to the business of the company nor engage in any activity that conflicts with your obligations to the company;

22. Solicit Business: Solicit, endeavor to solicit, influence or attempt to influence any client, customer or other Person directly or indirectly to direct his or its purchase of the Company's product and/or services to yourself or any Person in competition with the business of the company;

23. Solicit Personnel: Solicit or attempt to influence any person employed or engaged by the company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company.

24. You acknowledge and agree that the above restrictions are considered reasonable for the legitimate protection of the company's business and goodwill of the company, but in the event that such restriction shall be found to be void, but would be valid if some part thereof was

c. If the termination is initiated by you, you are required to provide the 30 day mandatory advance notice in writing before you are relieved from the employment. During this 30 day period, you will attend the office as usual, without too many personal or other leaves, and provide all help, documentation and other services to ensure full knowledge transfer and smooth transition. In one-off cases, purely based on management discretion, confirmed via an explicit paper mail or email signed, you may be allowed to pay 30 days of basic salary, in lieu of the 30 days notice.

d. In the event of failing to adhere to the above clause, and/or the company decision, you will not be eligible for relieving documents and Full and Final Settlement. Notice period is subject for further revision, based on any changes in your role/ responsibilities.

9. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to any one not employed by the company. At all times you shall maintain integrity. You shall not communicate, in any manner any information regarding your remuneration / terms of employment to any other you of the company except your immediate superior. Indulgence in any activity or any violation of this norm shall lead to termination of your service immediately.

10. You shall, at all times, maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interests, credit and prestige of the company. You shall not, at any time, work against the interests of the company nor do anything that is unbecoming of you. Any violation of this norm of behavior shall constitute misconduct for which the company shall be competent to take disciplinary action against you and also in case you act against the basic and universally accepted understandings.

11. Your appointment and continuation in service is further subject to your fitness in health. In the event of your continuous illness for a period of 2 months or more, your services are liable to be terminated by giving one month's notice or one month's basic salary in lieu thereof. You are advised to maintain yourself in a state of medical/physical/mental fitness. This is in your own as well as company's interests.

12. During your employment with us, you will work full time for the company and not work anywhere else, directly or indirectly, or conduct any business, part-time or otherwise.

13. Your duty hours will be advised by your superiors from time to time.

14. You shall regularly follow the system maintained by Company for registering the attendance of the employees of your cadre. You shall maintain proper discipline & dignity of the office and shall deal with all matters with sobriety. You will inform Company in writing about any change in your residential address. In the absence of such information, all communications shall be sent to you on the last address given by you to Company, and all such communication shall be deemed to have been delivered to you. You authorize Company to make an audio recording of all work-related telephone calls made/received by you. This appointment and its continuance is subject to your being found and remaining medically (physically and mentally) fit. Company reserves the right to ask you to undergo medical examination if and when considered necessary.

15. In case you absent your self from duty for 7 consecutive days or more or extend leaves at your own and without consent of the company beyond originally granted leaves, you shall be deemed to have abandoned employment and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by way of abandonment by you and not as a termination of the service by the company, and any compensation, if any, will not be paid.

16. Any dispute, difference, controversy or claim ("Dispute") arising between the Parties out of or in relation to or in connection with these terms of Employment, of the breach, termination, effect, validity, interpretation or non maintaining the secrete policy of this Agreement or as to the

Annexure - I		
Salary & Components	Monthly (MTD)	Annual (YTD)
Basic	5,767.00	69,204.00
House Rent Allowance	2,884.00	34,608.00
Other Allowance	3,569.00	42,828.00
Gross Pay (A)	12,220.00	1,46,640.00
Employee PF Contribution (B)	1,800.00	21,600.00
Employee ESIC Contribution (C)	92.00	1,104.00
*Net Pay (D) = A - B - C	10,328.00	1,23,936.00
Employer PF Contribution (E)	1,800.00	21,600.00
Employer ESIC Contribution (F)	397.00	4,764.00
Bonus		0.00
CTC (A+E+F)	14,417.00	1,73,000.00

*Net Salary is inclusive of Income Tax and Professional Tax

deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this Clause valid and enforceable. Notwithstanding the limitation of this provision by any law for the time being in force, the parties undertake to, at all times, observe and be bound by the spirit of this Clause. Provided however, that on the revocation, removal or diminution of the law or provisions, as the case may be, by virtue of which the restrictions contained in this Clause were limited as provided here in above, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by the law or provisions revoked.

25. You acknowledge and agree that the covenants and obligations with respect to non-compete and non-solicitation as set forth above relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations will cause the company irreparable injury. Therefore, you agree that the company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations contained in this Article. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the company may have at law or in equity.

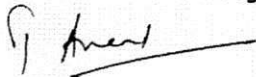
If you are agreeable to the aforesaid terms and conditions, please return the duplicate copy of this letter with your signature thereon signifying your acceptance thereof.

We are pleased to have you in our organization and we sincerely hope that your close association with our organization will be beneficial to both of us. Also we hope you will have a rewarding and enjoyable career with us.

Wishing you all the best.

Yours sincerely,

For BlueOrbit Technologies Pvt Ltd.,



Anand Thiagarajan

Vice President - Human Resources

Declaration:

I understand the Employment opportunity that has been made to me and by signing this Employment Agreement letter; I am contractually bound to be with the company on the mentioned joining date according to the terms & conditions stated. I also understand and agree that, in case BlueOrbit Technologies Pvt. Ltd., finds at anytime, that the information given by me is either Not correct or incomplete, the company will have all the rights to withdraw my letter of appointment or to terminate my Employment at any time without any notice or compensation. I also agree that the company shall have the right to legal remedy in such a case.

Signature:

Date:

Place:



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

Campus Hiring - Property Advisors - Bangalore, Pune, Mumbai and Delhi

1 message

ayush <ayush95@pinclick.in>
Reply-To: ayush <ayush95@pinclick.in>
To: cdc@siberindia.edu.in

Sat, Dec 21, 2019 at 9:36 AM

Property Advisor: The role involves showcasing and advising clients to invest in various residential projects of Tier I developers. This involves clients management i.e. he/she need to get in touch with the clients which company provides and suggest the properties which suits their requirement.

JOB DESCRIPTION:

We are looking for highly motivated individuals with a sales orientation. We have an in-house training program for people who do not have a real estate background.

We are hiring for the following roles:

****TWO WHEELER MANDATORY****

****MALE CANDIDATES ONLY****

COST TO COMPANY FOR FULL TIME EMPLOYMENT:

TOTAL EXPECTED CTC- 5, 16, 000 INR Per Annum

(i.e.:3, 36, 000 Fixed amount + 1, 80,000 variable amount)

- The variable pay / Incentives: Start at 15,000 INR per month (potential 1, 80, 000 per annum)
- Incentive increases Based on Performance
- There will be a training of 10 days (Classroom and Field training) followed by a written test and presentation, post which the student will be employed on a permanent basis.

This email was sent to cdc@siberindia.edu.in

why did I get this? [unsubscribe from this list](#) [update subscription preferences](#)

Pin click - #42/1, 3rd floor, 9th Main, 4th cross, Behind CMH Road Metro Station, Indiranagar, Bangalore-38 · Bangalore 560049 · India





115

115

115

SALARY: Rs 6-8 lacs- 4-6 lacs fixed

Come and Join our Team!!!

Address Details:

**BANGALORE: Pinclick, 42/1, 3rd floor, 9th Main, 4th cross, Behind CMH Road
Metro Station, Indiranagar. Bangalore**

Thanks & Regards

Nikita Shrivastava

HR Executive

PIN CLICK

Mob: 9071424823

#42/1, 3rd floor, 9th main, 4th cross, Falaknuma Building, Behind CMH road

Metro Station, Indiranagar, Bengaluru-560038

Copyright © 2019 Pin click, All rights reserved.

Placement Officers who have engaged in past with Pin Click

Our mailing address is:

Pin click

#42/1, 3rd floor, 9th Main, 4th cross, Behind CMH Road Metro Station, Indiranagar, Bangalore-38

Bangalore 560049

India

Add us to your address book

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#).





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

Campus Drive - Inside Sales Manager | Location Pune || 6-8 Lacs

1 message

Sawera <customers@pinclick.com>

Wed, Dec 18, 2019 at 3:48 PM

Reply-To: Sawera <customers@pinclick.com>

To: cdc@siberindia.edu.in

Inside Sales Manager- Female Candidates only – Rs 6-8 lacs -(Rs 4-6 lacs fixed + 2 lacs bonus)

Location; PUNE

We at PIN CLICK (pinclick.com) are hiring an Inside Sales Manager to run a team of 15 executives for Voice process. We are looking for the candidates having experience of upto 0-2 yrs.

ABOUT PIN CLICK:

Pin Click is one among the largest property advisory firm in the residential segment with offices in Bangalore and Pune We advise clients on investing in residential properties of Tier 1 Developers like Kolte Patil, Hiranandani, Godrej, Lodha, L&T, Shapoorji, Prestige, Sobha, Brigade, Purvankara among others.

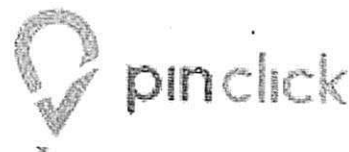
JOB DESCRIPTION:

We are looking for highly motivated individual to drive the process of “

- Outbound calls /doing cold calls from database.**
- Generating meetings from database calling.**
- Providing on-time pre-sales assistance to customer**
- Identifying Opportunities**
- Validating & Follow up on Leads.**
- Achieve Monthly Targets.**
- Coordinate with internal teams as and when required.**

Requirements

- Preference will be given to candidates with inside-sales experience**
- Candidate should possess Excellent Communication skills.**
- Knowledge of MS- Office.**
- Must be a Graduate**
- Confident and dynamic personality.**



18th OCT 2019

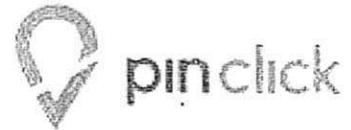
Sub: Offer of employment by Pin Click

Dear Akshay Petkar ,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as " **Property Advisor**", with effect from *3rd Week of Jan 2020*.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Akshay Petkar	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3 rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

ANNEXURE – B

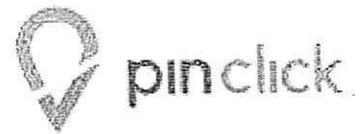
COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Akshay Petkar	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	9000	108000
	House Rent Allowance	7500	90000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,538	66456
	Sub-Total I / Gross Pay	28,488	3,41,856
Benefits			
B	PF Employee	1080	12960
	Gratuity	432	5184
	Sub Total II	1512	18144
Total A + B	Cost to the Company	30000	3,60,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click. For

For Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co Founder

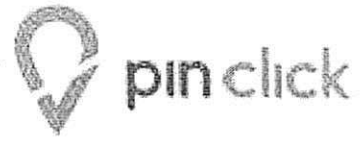


Offer of Employment Accepted

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: AKSHAY PETER Signature: 

Date: 22-10-2019 Anticipated Start



18th OCT 2019

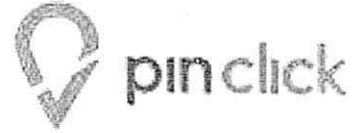
Sub: Offer of employment by Pin Click

Dear Sangramsinh Killedar ,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as " **Property Advisor**", with effect from **3rd Week of Jan 2020**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Sangramsinh Killedar	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3 rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Sangramsinh Killedar	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	9000	108000
	House Rent Allowance	7500	90000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,538	66456
	Sub-Total I / Gross Pay	28,488	3,41,856
Benefits			
B	PF Employee	1080	12960
	Gratuity	432	5184
	Sub Total II	1512	18144
Total A + B	Cost to the Company	30000	3,60,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click. For

For Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co Founder

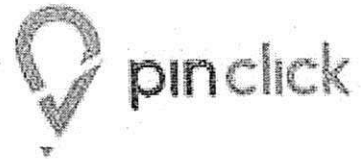


Offer of Employment Accepted

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: Sangramsinh B. Killeder Signature: 

Date: 22 - 10 - 2019 Anticipated Start



18th OCT 2019

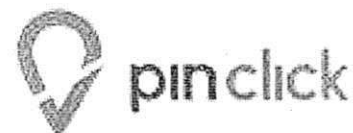
Sub: Offer of employment by Pin Click

Dear **Aniket Mohite**,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **3rd Week of Jan 2020**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Aniket Mohite	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3 rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

ANNEXURE – B

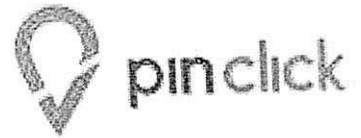
COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Aniket Mohite	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	9000	108000
	House Rent Allowance	7500	90000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,538	66456
	Sub-Total I / Gross Pay	28,488	3,41,856
Benefits			
B	PF Employee	1080	12960
	Gratuity	432	5184
	Sub Total II	1512	18144
Total A + B	Cost to the Company	30000	3,60,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click. For

For Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co Founder



Offer of Employment Accepted

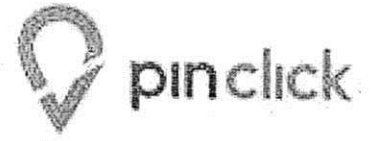
- I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: Ambet Mohite

Signature: Ambet Mohite

Date: 19-10-19

Anticipated Start 3rd week of Jan 2020



18th OCT 2019

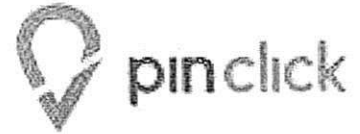
Sub: Offer of employment by Pin Click

Dear Lijesh Nair ,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as " Property Advisor", with effect from 3rd Week of Jan 2020.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Lijesh Nair	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3 rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Lijesh Nair	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	9000	108000
	House Rent Allowance	7500	90000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,538	66456
	Sub-Total I / Gross Pay	28,488	3,41,856
Benefits			
B	PF Employee	1080	12960
	Gratuity	432	5184
	Sub Total II	1512	18144
Total A + B	Cost to the Company	30000	3,60,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click. For

For Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co Founder



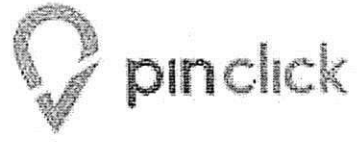
Offer of Employment Accepted

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: Lijesh. S. Nair Signature: *Lijesh*

Date: 19/10/19

Anticipated Start 3rd week of Jan 2020



18th OCT 2019

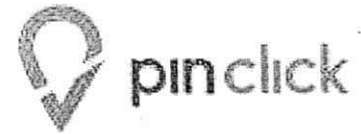
Sub: Offer of employment by Pin Click

Dear Akshay Ghanekar ,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as " **Property Advisor**", with effect from **3rd Week of Jan 2020**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Akshay Ghanekar	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3 rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

ANNEXURE – B

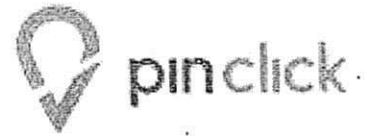
COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Akshay Ghanekar	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	9000	108000
	House Rent Allowance	7500	90000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,538	66456
	Sub-Total I / Gross Pay	28,488	3,41,856
Benefits			
B	PF Employee	1080	12960
	Gratuity	432	5184
	Sub Total II	1512	18144
Total A + B	Cost to the Company	30000	3,60,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click. For

For Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co Founder



Offer of Employment Accepted

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: Akshay Chanekar Signature: 

Date: 19-10-19 Anticipated Start 3 week of Jan



18th OCT 2019

Sub: Offer of employment by Pin Click

Dear **Prithviraj Kale**,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "**Property Advisor**", *with effect from 3rd Week of Jan 2020.*

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Prithviraj Kale	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3 rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license.			
Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

ANNEXURE – B

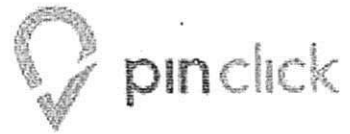
COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Prithviraj Kale	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	9000	108000
	House Rent Allowance	7500	90000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,538	66456
	Sub-Total I / Gross Pay	28,488	3,41,856
Benefits			
B	PF Employee	1080	12960
	Gratuity	432	5184
	Sub Total II	1512	18144
Total A + B	Cost to the Company	30000	3,60,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license. • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click. For

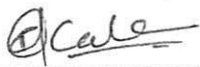
For Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co Founder

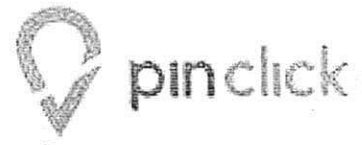


Offer of Employment Accepted

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: Pritviraj. P. Kale Signature: 

Date: 22/10/2019 Anticipated Start 3rd week of Jan



18th OCT 2019

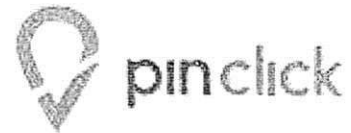
Sub: Offer of employment by Pin Click

Dear Sameer Desai ,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as " **Property Advisor**", *with effect from 3rd Week of Jan 2020.*

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Sameer Desai	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3 rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license.			
Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Sameer Desai	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3rd Week of Jan 2020	
A	C & B CATEGORY		
		INR – Monthly	INR – Annual
	Fixed Compensation		
	Basic Salary	9000	108000
	House Rent Allowance	7500	90000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,538	66456
	Sub-Total I / Gross Pay	28,488	3,41,856
Benefits			
B	PF Employee		
	Gratuity	1080	12960
		432	5184
	Sub Total II	1512	18144
Total A + B	Cost to the Company	30000	3,60,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click. For

For Pin Click Property Management Pvt Ltd.,

Mr. Manik Kinra
Co Founder



Offer of Employment Accepted

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: Samceer R. Desai

Signature: Desai

Date: 22/10/2019

Anticipated Start 3rd week of January 2020



18th OCT 2019

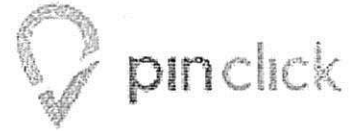
Sub: Offer of employment by Pin Click

Dear Vivek Patil ,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as " **Property Advisor**", with effect from **3rd Week of Jan 2020**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as in effective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Vivek Patil	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3 rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

ANNEXURE – B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Vivek Patil	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	9000	108000
	House Rent Allowance	7500	90000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,538	66456
	Sub-Total I / Gross Pay	28,488	3,41,856
Benefits			
B	PF Employee	1080	12960
	Gratuity	432	5184
	Sub Total II	1512	18144
Total A + B	Cost to the Company	30000	3,60,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click. For

For Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co Founder



Offer of Employment Accepted

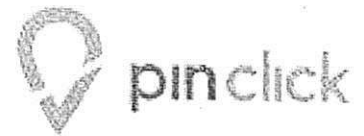
I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: Vivek Patil

Signature: *Vivek Patil*

Date: 22/10/19

Anticipated Start 3rd week of January-20



18th OCT 2019

Sub: Offer of employment by Pin Click

Dear **Suyash Kulkarni**,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "**Property Advisor**", *with effect from 3rd Week of Jan 2020.*

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

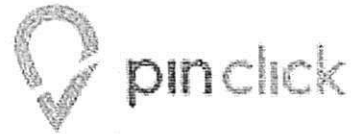


The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Suyash Kulkarni	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3 rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			



ANNEXURE – B

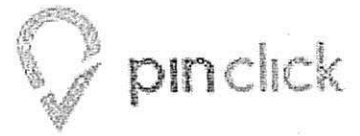
COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Suyash Kulkarni	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	9000	108000
	House Rent Allowance	7500	90000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,538	66456
	Sub-Total I / Gross Pay	28,488	3,41,856
Benefits			
B	PF Employee	1080	12960
	Gratuity	432	5184
	Sub Total II	1512	18144
Total A + B	Cost to the Company	30000	3,60,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license. • Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click. For

For Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co Founder



Offer of Employment Accepted

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: Suyash S. Kulkarni; Signature: SSK

Date: 22 / 10 / 2019 Anticipated Start 3rd Week of January 2020



18th OCT 2019

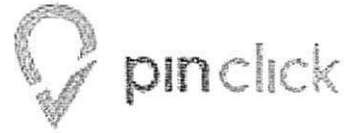
Sub: Offer of employment by Pin Click

Dear Ashish Kumthekar ,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as " **Property Advisor**", with effect from *3rd Week of Jan 2020*.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A. Once the PPO is confirmed 5.4LPA is applicable and attaching herewith Annexure B.
2. Your initial posting as Pin Click employee will be at **Mumbai** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offers, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK

	Name	Ashish Kumthekar	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3 rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,350	88,200
	House Rent Allowance	6,125	73,500
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,340	40,080
	Sub-Total I / Gross Pay	23,265	2,79,180
Benefits			
B	PF Employee	882	10,584
	Gratuity	353	4,236
	Mobile Sim Provided by Company	500	6,000
	Sub Total II	1,735	20,820
Total A + B	Cost to the Company	25,000	3,00,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training * Two-wheeler is mandatory with valid driving license.			
Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

ANNEXURE – B

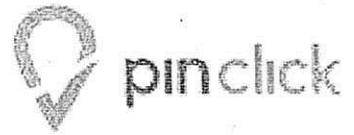
COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
	Name	Ashish Kumthekar	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	3rd Week of Jan 2020	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	9000	108000
	House Rent Allowance	7500	90000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,538	66456
	Sub-Total I / Gross Pay	28,488	3,41,856
Benefits			
B	PF Employee	1080	12960
	Gratuity	432	5184
	Sub Total II	1512	18144
Total A + B	Cost to the Company	30000	3,60,000
C	Performance Enhanced Incentives	15,000*	1,80,000*
Note: * Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement * The Offer/ Salary Is Subjective to Completion of Training *Two-wheeler is mandatory with valid driving license.			
• Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable.			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click. For

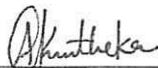
For Pin Click Property Management Pvt Ltd.,

Mr.Manik Kinra
Co Founder



Offer of Employment Accepted

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: Ashish Kumthekar Signature: 

Date: 22/10/19

Anticipated Start

3rd week of January.

Date: June 13, 2019

LETTER OF OFFER

Private & Confidential

Mr. Ishan Anant Chachad
6th Lane Near Daulat Backery
Kolhapur
Kolhapur-416001

Dear Ishan,

This has reference to the discussion and as agreed by you on dated **June 13, 2019** for the post of "**Sales Officer-MSME**" **at Officer** grade subject to the following terms and conditions namely:-

1. Grade/ Level: **Officer**
2. Probation: Six (6) months from the date of employment. However, this period of probation may be extended subject to performance review by your reporting officer during the probationary period. During the probationary period, you will be bound by the rules and regulations of the company applicable for a probationer.
3. Confirmation: Upon satisfactory completion of the probationary period, your employment shall be confirmed in writing.
4. Place of Service: Initially you will be placed in **Sangli** and you shall be liable to be transferred to any regional office or branch office at any point of time at the discretion of the management.

5. Compensation: Your compensation at the time of joining is **Rs.1,85,420 /-** p.a. The break-up of compensation is given in the ANNEXURE - I.
6. Notice Period: During the Probationary period, if you wish to leave the company you are required to serve Thirty (15) Days prior notice in writing to the Company. After confirmation, you will be required to serve Sixty (30) Days prior notice in writing to the Company. In case the company allows early relieving, shortfall in notice period shall be deducted from the salary.
7. Termination: After confirmation, services of any employee would be liable to be terminated by the company on the grounds of poor job performance, prolonged illness, conflict of interest, by giving 30 days' notice or on payment of an equivalent amount i.e. last drawn salary in lieu of the notice period and it would be 15 days in case of a probation employee. In case an employee is found guilty of misconduct/ as envisaged in the disciplinary procedure, the employer is not bound to give notice or payment in lieu of the notice period.
8. Hours of work, Leave and other benefits: You will be entitled for leave and other benefits as per the scheme and rules of the company applicable from time to time. You will also be governed by various rules and regulations of the company pertaining to daily attendance, discipline, code of conduct, etc.
9. Professional Ethics and Confidentiality: Whilst you are in the employment of the Company, you are not permitted to carry on any business or profession or enter, whether part or full time, in any capacity, the services of, or be employed by or engaged with any other firm, Company or person. You will devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any of the company secret or other related information outside the company to any third party. You will also be barred from joining any firm, company or institution promoted, managed and/or controlled by the business competitors of the company till the expiry of six (6) months from the date of cessation of your employment with the Company. You must always protect the confidentiality of proprietary and confidential information you obtain or create in connection with your activities for Fino Finance Private Limited, in accordance with the applicable law. Your obligation to protect Fino Finance Private Limited's proprietary and confidential information continues even after you leave the company, and you must return all proprietary information in your possession upon leaving Fino Finance Private Limited.
10. Governing Law: The terms and conditions of this Letter of Offer are governed by the Laws of India.
11. Jurisdiction: The Courts in Maharashtra shall have exclusive jurisdiction to settle any dispute relating to the terms and conditions mentioned in this letter.

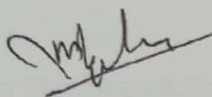
12. Arbitration: All disputes, differences and/or claims arising, out of or in relation to the employment shall be settled by arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996 or any statutory amendments thereof and it shall be referred to the Sole Arbitrator to be nominated/appointed by Fino Finance Private Limited (In short FFPL). In the event of death, refusal, neglect, inability or incapability of the person so appointed to act as an arbitrator, FFPL may appoint another person to act as an arbitrator. The award including the interim award/s of the arbitrator shall be final and binding on all the parties concerned. The arbitrator may lay down from time to time the procedure to be followed by him in conducting arbitration proceedings and shall conduct arbitration proceedings in such manner as he considers appropriate
13. Reporting Officer: Initially you will report to **Mr. Rahul Kumbhar** which may be changed from time to time.
14. Background verifications: This Offer is purely subject to background verification clearance report, which would be conducted based on the information provided by you. In case of any discrepancy, the Company is entitled to cancel this letter of offer.
15. You shall not undertake work with any competing business engaged in similar terms like Fino Finance Private Limited for at least a period of six months post your resignation from Fino Finance Private Limited.
16. We expect you to join on or before **June 19, 2019**. Kindly confirm the same.

Please sign and return the duplicate copy of this letter in token of your acceptance.

We welcome you to the Fino Finance Private Limited family and WISH YOU GOOD LUCK.

Yours Sincerely,

For Fino Finance Private Limited,



Authorized Signatory



Accepted

ANNEXURE - I

Name : Ishan Anant Chachad

Functional Designation : Sales Officer-MSME

Grade/ Level : Officer

Department : MSME

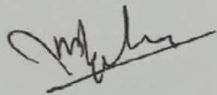
CTC	Monthly (Rs.)	Yearly (Rs.)
Basic	7,396	88,752
HRA	2,508	30,098
Other Allowance	4,000	48,000
PF Contribution	888	10,650
Fixed Gross	14,792	1,77,500
ESIC Contribution	660	7,920
Total Fixed CTC	15,452	1,85,420

• **Employee Welfare and Benefits:**

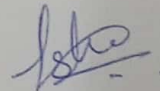
1. All employees are covered under Group Hospitalization Insurance policy and Group Personal Accident Insurance policy from their date of joining.
2. Executives whose gross salary is upto Rs. 21000/- per month are covered under ESI scheme for medical benefits and such employees are excluded from Group Hospitalization Insurance policy.

Yours Sincerely,

For Fino Finance Private Limited,



Authorized Signatory



Accepted

Fino Finance Private Limited

(Formerly known as Intrepid Finance and Leasing Private Limited)

CIN Number: U65921MH1994PTC216496

Registered Office: SK Elite, Plot No D-404 & 405, 05th Floor, MIDC Turbhe, Navi Mumbai, Maharashtra 400705

Tel.: (+91-22) 7137 7000 | www.finofinance.in

Dated: June 19, 2019

Private & Confidential

Mr. Ishan Anant Chachad
6th Lane Near Daulat Backery
Kolhapur
Kolhapur-416001

Sub: Letter of Appointment

Dear Ishan,

We are pleased to inform you that further to your acceptance of the given offer, you are hereby appointed as an **Sales Officer –MSME** with effect from **June 19, 2019** at a Total Cost to company of **Rs. 1,85,420 /-** (Refer attached- Annexure II).

This appointment is governed by your acceptance of the service terms and conditions given as per **Annexure I** (Service Terms & Conditions and Code of Conduct-Integrity Attitudes) and the Company rules and regulations already in existence or may be amended from time to time within the Organizational framework

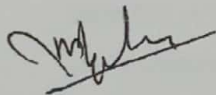
We take this opportunity to congratulate you on your selection and look forward for a long and mutually beneficial association between you and Fino Finance Private Limited.

Welcome aboard!

NOTE: Kindly return a copy of this letter duly counter signed by you in acceptance of the terms and conditions set out therein.

Yours Sincerely,

For Fino Finance Private Limited,



Authorized Signatory



Accepted

Annexure I(A) Terms & Conditions of Employment:

1. Functional Designation: Sales Officer -MSME
Grade/ Level: Officer
2. Probation: The period of probation will be six months from the date of employment. During this period regular review will be conducted to assess your performance. If found satisfactory, your appointment will be confirmed on completion of the probationary period. Depending on the outcome of such review, the Company may, at its sole discretion, extend the probationary period for a further period of three or six months(as the case may be).During the probationary period, you will be bound by the rules and regulations of the company as may be applicable for such period
3. Place of Service: As a member of the Company that practices flexibility, your roles and responsibilities may vary depending on the assignments. You are required to report to our office in Sangli. However, your services are transferable to any regional office or branch all over India at any point of time during your employment. Fino Finance Private Limited further reserves the right to transfer your services.
4. Reporting Officer: Initially you will report to Mr. Rahul Kumbhar which may be changed as per Company's policy from time to time.
5. Compensation: Your total annual compensation at the time of joining is Rs 1,85,420 / - p.a. as per the details given in the annexure attached hereto subject to a deduction of tax at source.
NOTE: If any additional work is assigned to you, no extra payment will be made for the same.
6. Working schedule: Your working hours will be as per Company's HR Policy on working hours.
7. Punctuality: You are expected to attend to your duties and responsibilities punctually and regularly, as prescribed in the company policy & applicable from time to time. You are expected to devote your full time and attention towards attending your duties with due responsibility.
8. Leave and other benefits: You will be entitled for leave and other benefits as per the policy and rules of the company applicable from time to time. You will also be governed by various rules and regulations of the company pertaining to daily attendance, discipline, code of conduct, etc.

9. **Movements:** You are liable to be transferred from one Function or Department to another or from one location to another location of the Company as required by the exigencies of the business, at the discretion of the Company and you shall do such work which will be assigned to you from time to time.
10. **Training:** You shall hold yourself in readiness for any training at any place or places, whenever required
11. **Notice Period:** During the Probationary period, if you wish to leave the company you are required to serve Fifteen (15) Days prior notice in writing to the Company. After confirmation, you will be required to serve Thirty (30) Days prior notice in writing to the Company. In case the company allows early relieving, shortfall in notice period shall be deducted from the salary.
12. **Termination:** Services of any employee would be liable to be terminated by the company on the grounds of poor job performance, prolonged illness, conflict of interest, by giving 30 days notice in case of confirmed employee and 15 days in case of employee is on probation or on payment of an equivalent amount i.e. last drawn salary in lieu of the notice period. In case an employee is found guilty of misconduct/insubordination/in-disciplined as envisaged in the disciplinary procedure, the employer is not bound to give notice or payment in lieu of the notice period.
13. **Abandonment of services:** In case of an unauthorized long absence from the services, the Company holds the right to terminate your services
14. **Professional Ethics and Confidentiality:** Whilst you are in the employment of Fino Finance Private Limited, you should undertake responsibility as may be assigned to you from time to time, with diligence, devotion and discretion. While in the employment of Fino Finance Private Limited, you shall
 - (a) use your best endeavor to defend and promote the business interests of Fino Finance Private Limited;
 - (b) devote your full time, attention and efforts to serve Fino Finance Private Limited; and
 - (c) not directly or indirectly engage or be interested in engagement, practice of any business, profession or vocation, including any activity, which competes with activities of Fino Finance Private Limited or conflicts with your position in Fino Finance Private Limited. You confirm that as on the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with Fino Finance Private Limited is on a full time basis, you shall not take up any assignment, including those in the nature of any business, profession or

vocation, without prior written consent of Fino Finance Private Limited, which consent may be granted at Fino Finance Private Limited's sole discretion.

- (d) All intellectual property rights relating to the work done or created by you in the course of your employment with the Company rests solely and exclusively with the Company in perpetuity. The Company shall have the sole and exclusive right to utilize any such material created, written, given, or made by you. The right in these works that are created, written, given or made shall continue to vest with the Company even after the termination/ discontinuation or end of the employment. You shall not be entitled to any residual copyright in the same.
- (e) You shall not undertake to work with any competing business engaged in similar terms like Fino Finance Private Limited for at least a period of six months post your resignation lest the company is liable to take appropriate legal action against you as per the acceptance of these terms and conditions, of the appointment letter of the company.
- (f) You must always protect the confidentiality of proprietary and confidential information you obtain or create in connection with your activities for Fino Finance Private Limited, in accordance with the applicable law. Your obligation to protect Fino Finance Private Limited's proprietary and confidential information continues even after you leave the company, and you must return all proprietary information in your possession upon leaving Fino Finance Private Limited.
- (g) The company hereby undertakes that the personal information provided by the employees to the Company will be kept confidential and will not be disclosed to any third party until unless it is mandatory under the directions of any regulatory authority or for meeting any specific business requirement. This will be done only with the specific approval of the Head of HR Dept.
- 15 The relationship between the Company and you being employer-employee is entirely governed by this appointment letter and no statute, award or other instrument shall govern the same.
- 16 Governing Laws: The terms and conditions of this Letter of Appointment are governed by the Laws of India
- 17 Jurisdiction: The Courts in Mumbai shall have exclusive jurisdiction to settle any dispute relating to the terms and conditions mentioned in this letter.
- 18 Arbitration: In the event of any dispute relating to the terms and conditions of this appointment letter, one arbitrator may be appointed by each party and the provisions of Indian Arbitration and Conciliation Act, 1996 or any amended rules thereof shall apply for the purpose of arbitration.

- 19 Submission of documents: This appointment is valid subject to your providing proof of date of birth and other relevant documents regarding your qualification, experience, etc. As outlined in the resume. Willful non-disclosure or wrong disclosure would lead to termination of your employment.
- 20 Background verifications: This Appointment is purely subject to background verification clearance report, which would be conducted based on the information provided by you. In case of any discrepancy, the Company is entitled to terminate your employment.
- 21 No other Engagements: You are expected to devote your full time and attention towards attending to your duties, and are expected not to be engaged directly or indirectly whether free or paid in any other trade, occupation or business whatsoever, without previous written consent of competent authority of the Company.
- 22 Retirement: You shall retire from the services of the organization on the last of the month in which he attains the age of 60 years.

(B) Code of Conduct: (Integrity Attitudes)

1. You shall not borrow or lend money within the Company.
2. You shall disclose all your interests including investments in other Companies and your relatives in politics to ensure that you are unbiased in your work, if asked by the company.
3. Any Hospitality/ Entertainment which is of substantial monetary value should be refused. It would however be too rigid to say that no hospitality should be accepted.
4. You and your immediate relative(s) shall refuse any gift offered by any person(s) who has or may seek to have dealings with the Company. The Company's reputation and the respect of those with whom it deals with are among its most vital assets. These must not be jeopardized by acceptance of any gifts. However, gifts given as prizes at exhibitions, conferences, seminars, etc. or as part of a free raffle or draw may be accepted but in principle they belong to the Company.
5. You shall not partake in any activity that would lead to incorrect financial reporting; if it observed then the company would initiate disciplinary actions against you.
6. You shall not engage yourself in any activity that is not in line with applicable company policy, is unlawful or otherwise amount to serious improper conduct.
7. In the event of any emergency, any task(products & services) undertaken or any material created, written, given or made by you is sought by the Government, then the same will be delivered with due written permission of the Company. In such a case, an application for the same is to be made to the competent authority of the Company by the Government Agency desiring the same, citing appropriate reason.

8. You shall be prohibited from form joining or forming, any employee's union, or instigate colleagues in formation of union. Prior written consent from the management is required for this. Proper disciplinary action may/ would be initiated if these issues are reported to the management.
9. Other organs of the State including Government or Public Institutions may make proposition to you to do specialized assignment on the plea that only you can do such specialized assignment on laudable subjects such as national integration, etc. You should be aware that when you take up such assignments it may be in deviation and conflict with your employment relationship with the Company. If ever you are permitted to make such a contribution for the nation, it will then, obviously, be the contribution on the behalf of the Company and you will be duty bound to the project and represent appropriately, so that the Company gets the due acknowledgement.
10. In the event you resign or separate from the Company, you will not recruit, select or influence in any way, any employee of our Company or anyone working with us on contract, to join your future employment, as an employee or partner or any other form of work association for the next six months, after the separation of your services with us.

Note: These are the subset of company's code of conduct. Employees are expected to refer the detailed code of conduct mentioned in the HR Policy available on the HR system and must be duly acknowledged.

I have read the above terms and conditions carefully.

I acknowledge my acceptance for the stated terms and conditions and shall abide by the rules and policies of Fino Finance Private Limited.



Accepted

ANNEXURE II

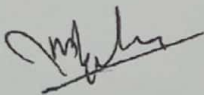
Name : Ishan Anant Chachad
 Functional Designation : Sales Officer-MSME
 Grade : Officer
 Location : Sangli
 Date of Joining : June 19, 2019
 Department : MSME

CTC	Monthly (Rs.)	Yearly (Rs.)
Basic	7,396	88,752
HRA	2,508	30,098
Other Allowance	4,000	48,000
PF Contribution	888	10,650
Fixed Gross	14,792	1,77,500
ESIC Contribution	660	7,920
Total Fixed CTC	15,452	1,85,420

- Employee Welfare and Benefits:
 1. All employees are covered under Group Hospitalization Insurance policy and Group Personal Accident Insurance policy from their date of joining.
 2. Executives whose gross salary is upto Rs. 21000/- per month are covered under ESI scheme for medical benefits and such employees are excluded from Group Hospitalization Insurance policy.

Yours Sincerely,

For Fino Finance Private Limited,



Authorized Signatory



Accepted

Fino Finance Private Limited
 (Formerly known as intrepid Finance and Leasing Private Limited)

CIN Number: U65921MH1994PTC216496

Registered Office: SK Elite, Plot No D-404 & 405, 05th Floor, MIDC Turbhe, Navi Mumbai, Maharashtra 400705

Tel.: (+91-22) 7137 7000 | www.finofinance.in

December 18, 2020

Suraj Shashikant Nimbalkar
At Post Nesari, Sadguru Colony
Gadhinglaj Road, Tal-Gadhinglaj
Dist-Kolhapur
Nesari-416504

Dear Suraj,

Offer of employment by BNY Mellon International Operations (India) Private Limited ("the Company")

1. Commencement Date

Your employment will commence on **January 11, 2021 ("Commencement Date")**.

These terms and conditions of employment create contractual obligations between you and the Company.

2. Job Title

You will be employed by the Company as **Representative, DataMgmtQuantAnalysis**, or in such other position as the Company may determine and notify to you from time to time. Your job level will be **E**. In this role you will report to **Manager**. The Company reserves the right to change the person you will report to, or your reporting lines generally, at any time during your employment.

In addition to your assigned global functional job title, your India business card title is "**Process Associate**". The India business card title can be used on your signatures and business cards.

3. Place of Work

Your place of work will be at Company's premises at **Tower VI, Magarpatta City, Hadapsar, Pune – 411013**. The Company may, at its sole discretion, second, depute, assign and/or transfer your service to any other locations in India or overseas or to any Affiliates of the Company or to any third parties, whether existing or established subsequently. "Affiliate" means any entity directly or indirectly controlled by, controlling or under common control with the Company and includes all companies and entities with the BNY Mellon group. In such case, you shall be bound by the policy, service conditions of such other office or Affiliate.



MNG-20/AC&ABC/GEN-113/2020
March 19th 2021

OFFER OF APPOINTMENT

With reference to your application and subsequent Interview held on 16th March, 2021, Director General is pleased to engage **Ms. Sharvari Balasaheb Patil**, as **"Tele-Advisor"** in **"AC&ABC Project"**, MANAGE on contractual basis initially for a period of **ONE YEAR** or till the services are required, or till the duration of project whichever is earliest, on consolidated payment of **Rs.30,000/- (Rupees thirty thousand only) per month.**

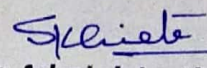
This offer is further subject to the following terms and conditions:-

1. **She** has to involve in all activities relating to the **"AC&ABC Project"** related works as assigned by **Dr.Saravanan Raj, Director (Agricultural Extension)**, MANAGE, Hyd.
2. This engagement is purely temporary and can be terminated by **giving a notice of thirty days.**
3. This offer will not confer any right whatsoever for claiming any further continuation or regular appointment in MANAGE or any other Projects/Schemes in MANAGE.
4. **The contract period is extendable for a further period based on requirement and subject to evaluation of performance by the committee constituted by Director General, MANAGE.**
5. **She** has to work from 09:00 A.M. to 5:30 P.M on all working days in the week (**Monday to Saturday**).
6. No TA/DA/HRA will be provided at Hyderabad. However, TA/DA will be provided for outstation tours and field work. **She will be entitled to travel by 3rd A/c in trains during official tours only.**
7. **She** will not be eligible for any other allowances and perquisites i.e. Medical and Transport. However **She** is eligible for EIGHT (8) Causal Leaves per calendar year (One CL per 45 days working period) with the prior approval of Reporting Officer.
8. **She** may resign from this assignment by giving at least **90 days'** notice to the Appointment Authority.
9. Income Tax will be deducted as per IT Act.
10. Any other activities assigned by the **Reporting Officer / Centre Head.**
11. Expenditure towards remuneration will be debited from **"AC&ABC Project"**.

Your appointment will be subject to production of following documents in original:

1. Certificate of Age,
2. Educational Certificates,
3. Experience certificates indicating the possession of required period of experience by the candidate,
4. Medical fitness certificate.

If the above terms and conditions are acceptable **Ms. Sharvari Balasaheb Patil** may report for duty on or before **31-03-21** to **Dr.Saravanan Raj**, Director (Agricultural Extension), MANAGE.


Deputy Director Administration

To
Ms. Sharvari Balasaheb Patil
Vadanage-416229, Kolhapur, Maharashtra
Mobile No. +91-7767867500
E-mail : sharvaripatilsp7@gmail.com

राष्ट्रीय कृषि विस्तार प्रबंध संस्थान (मैनेज)

(कृषि एवं किसान कल्याण मंत्रालय, भारत सरकार का संगठन, राजेन्द्रनगर, हैदराबाद - 500 030. टी.एस. भारत)
NATIONAL INSTITUTE OF AGRICULTURAL EXTENSION MANAGEMENT (MANAGE)
(An organization of Ministry of Agriculture and Farmers Welfare, Government of India)

Rajendranagar, Hyderabad - 500 030. T.S., INDIA
Telephone : +91 (040) 24594509
Fax : +91 (040) 24015388; Web : manage.gov.in

PRIVATE AND CONFIDENTIAL

Reference No. - 1384056082

Applicant ID - 4317053

15-Mar-2021

Sheetal Mahesh Inamdar

Dear Sheetal,

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

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

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

PRIVATE AND CONFIDENTIAL

Reference No. - 1384056082

Applicant ID - 4317053

15-Mar-2021

Sheetal Mahesh Inamdar

Dear Sheetal,

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

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

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

The following are the terms and conditions of the appointment.

Commencement/Term:

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

Other Terms and Conditions of Service:

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

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

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

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

:2:

Reference No. - 1384056082

Sheetal Mahesh Inamdar

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

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

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

Reference No. - 1384056082

Sheetal Mahesh Inamdar

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

Reference No. - 1384056082

Sheetal Mahesh Inamdar

• General:

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

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

Yours sincerely,

Amit Prakash

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

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

Signature of Applicant

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

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

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

Reference No. - 1384056082

Sheetal Mahesh Inamdar

Annexure:

Remuneration:

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

Supplementary Allowances:

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

Superannuation Allowances:

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

Reference No. - 1384056082

Sheetal Mahesh Inamdar

Benefits:

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

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

Signature of Applicant

JOINING FORMALITIES

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

The login credentials are provided below:

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

Username: Registered email id or Applicant id

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

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

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

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

Remuneration Details

Name : Sheetal Mahesh Inamdar

Position: Assistant Manager

Group: RETAIL BANKING GROUP

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

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

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

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

Date: 15-Mar-2021

Digitally signed by AMIT PRAKASH

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

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited

ICICI Bank Towers

Bandra-Kurla Complex

Mumbai 400 051, India.

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,

Near Chakli Circle,

Old Padra Road,

Vadodara 390 007, India.

REF: GRPL/HR/Nov-21

16th November 2021

Offer Letter

To

Mr. Supriya Patil,

Dear Supriya,

Congratulations on being selected to be a part of the Xcaliber Family!!

With reference to your application and subsequent interviews and discussions with us, we are pleased to offer you a position with **Xcaliber Infotech Pvt. Ltd.** The details of terms and conditions of the offer are as enlisted below:

1. **Designation and Role:** You will be designated as **"Financial Analyst"**.
2. **Date of commencement of Employment:** You will be expected to report for duties on or before **22nd November 2021**.
3. **Place of Work:** You will be working from **Pune**, office* **Situated at, The Pavillion, 10th Floor, Senapati Bapat Road, Pune - 411016**. (*The office location may be subject to change as per needs of the business and work and are liable to be changed.)
1. **Pay, Compensation and Benefits:** You will be entitled for pay and compensation as given below:
 - a. **Annual CTC:** Your Annual Compensation would be **Rs. 4,00,000 (Four Lakh Rupees Only)**.
 - b. **Compensation Confidentiality:** Your Compensation is strictly confidential and shall not be discussed and/or divulged with anyone for any reason.
 - c. **Detailed Compensation Structure:** A detailed compensation break-up structure is given in **Annexure A**.
 - d. **Employment Agreement and Terms and Conditions:** Details of Employment agreement and terms and conditions of employment are enlisted in **Annexure B**

Please read this document carefully and thoroughly and sign on the second copy to indicate your acceptance of this Employment agreement and terms and conditions mentioned herein.

We look forward to having you aboard!!!

For Xcaliber Infotech Pvt. Ltd.



Ameya Kandalkar
Director

"ANNEXURE A"
COMPENSATION STRUCTURE:

Your individual compensation has been determined based on various factors such as your job, skills, specific background, and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total CTC will be **Rs. 4,00,000 (Four Lakh Rupees Only)** its composition will be as follows:

Name: Supriya Patil		
Designation: Financial Analyst		
Annual Cost to Company: Rs.4,00,000 (Four Lakh Rupees Only)		
With Effect From: 22nd November 2021		
[A] Salary Component	Per Month	Per Annum
Basic	13,333.33	1,60,000.00
Dearness Allowance	1,600.00	19,200.00
House Rent Allowance	5,333.33	64,000.00
Standard Allowance	4,166.67	50,000.00
PF Contribution	1,800.00	21,600.00
Special Allowance	7,100.00	85,200.00
Sub Total (A)	33,333.33	4,00,000.00
[B] Annual Benefits		
Leave Travel Allowance	000.00	000.00
Annual Performance Bonus	000.00	000.00
	000.00	000.00
Sub Total [B]		
	Grand Total (A+B)	400,000.00
	Cost to Company	4,00,000.00
Your Take Home Salary will be subject to: 1. TDS at Source. 2. Statutory deductions like Professional Tax, Provident Fund /ESIC (if applicable) and other such statutory deductions as indicated and required by the Government of India /State Government.		

"ANNEXURE B"

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | **Email:** contact@xc caliberinfotech.com | **Website:** www.pi108.com

EMPLOYMENT AGREEMENT

Employment Terms and Conditions: Your acceptance of this offer would imply acceptance of Terms and Conditions of Employment and association with Xcaliber Infotech Pvt. Ltd. A detailed Employment agreement will be issued to you on your date of joining Xcaliber.

1. BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

2. NO-SHOW:

Failure to report at the specified office on the specified date shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

3. REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.

4. PROBATION PERIOD:

You will be on **Probation for 6 months** from the date of joining. On successful completion, the probation would be confirmed. In the event if your performance is found unsatisfactory, Company can terminate services by giving one month notice or one-month salary.

5. LEAVE:

You would be entitled for 1.75 paid leave for each full month of your service.

6. ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement, without the prior written consent of the Company.

7. HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

8. DOCUMENTATION:

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | **Email:** contact@xcaliberinfotech.com | **Website:** www.pi108.com

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreement).

9. INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

10. UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work in such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

11. CONFIDENTIALITY & NON-DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media, and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company. You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients whom you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

12. NON-COMPETE & NON-SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts, or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

13. WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppels of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

14. TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the **EMPLOYEE**; (4) gross negligence or deliberate. misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: If the employment is terminated without Cause, the **EMPLOYEE** will be provided with a 30-day written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary.

15. TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 90 days must be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

16. MORAL CONDUCT:

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | **Email:** contact@xcaliberinfotech.com | **Website:** www.pi108.com

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

17. ALTERNATIVE EMPLOYMENT:

You will be a whole-time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

18. COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company. In the event of your resignation/termination you are obliged to return all the company's property like access/ID card, documents, machines data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

19. CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall be deemed to have been duly served.

20. CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

21. PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place or posting including to consent to add/or agree to certain other agreements.

DECLARATION:

Corporate Address: The Pavillion, 10th Floor, Senapati Bapat Road, Pune-411016

CIN: U72200MH200BPT C188636

Phone: 020-65262684 | **Email:** contact@xcaliberinfotech.com | **Website:** www.pi108.com

This is, to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

Signature: _____

Date:

Name: Supriya Patil

Date: 7th October 2019

Candidate Name:- Aishwarya Bhendwade Institute Name:- CSIBER

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a **Management Trainee** by the Kotak Mahindra Group for;

❖ **Kotak Life**

Your **remuneration** per annum is **Rs. 350000** CTC plus annual incentives (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

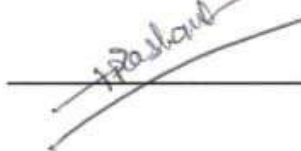
In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

Sagar.thorat@kotak.com	Kotak Life
Maneesh.goel@kotak.com	Kotak Life

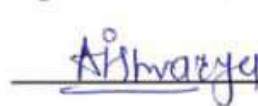
Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group



Signature of the candidate



Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503
Registered Office:
2nd Floor,
Plot # C- 12,
G- Block, BKC, Bandra (E),
Mumbai - 400 051.

Corporate Office:
7th Floor, Kotak Infinity, Bldg. No. 21,
Infinity Park, Off W. E. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India.

T +91 22 66057777
F +91 22 67425649 / 50
<http://insurance.kotak.com>

Koi hai... hamesha

STRICTLY CONFIDENTIAL

Date: January 22, 2021

Avadhoot Chavan

74 Vaibhav Housing Society, Swami samarth Vihar Ujalaiwadi, Shahu Jakata Naka Pichadis, Post Office Ujalaiwadi Kolhapur, Shivaji University, Kolhapur, Maharashtra - 416004, Kolhapur.

Dear Avadhoot Chavan,

This has reference to your application and subsequent discussions. We are pleased to offer you the post of Senior Sales Manager and you will be functionally working as Senior Sales Manager in Grade STM at Bajaj Allianz Life Insurance Company Limited, as detailed in this letter. You are directed to report for duties on or before January 29, 2021. In case if you do not communicate acceptance of the offer in two (2) days from the date of receipt of this offer, or fail to join duties on or before the Date of Joining mentioned above, this offer shall automatically stand withdrawn, and shall cease to exist. The Company, may, at its sole discretion, extend the period in writing.

1. Location

You shall be based at Kolhapur and you shall report to your senior designated person assigned to you as your reporting authority and work under his/her guidance and supervision.

2. Transfer

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 services are transferable with or without any prior notice or reasons, at the sole discretion of the Company, to any department or to any Office, Branch, Division of this Company or in any subsidiary of this Company or a group or affiliate Company or your services may be seconded/deputed to any other Company or any other place where work of the Company is carried out, as may be necessary. In the event of your transfer, the terms and conditions of employment 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.

3. Compensation Package

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

4. Bonus, Variable Pay/or Performance Bonus & Annual Increment

'Bonus' indicates 'statutory bonus' which will be paid to you basis your eligibility in accordance with the provisions of the Payment of Bonus Act and the process and policies of the company as amended from time to time.

Variable pay or performance bonus and annual increment are paid to you subject to the applicable process and policies of the company from time to time. The payment of Variable pay or performance bonus or increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company in its sole discretion from time to time. Subject to as stated above, if your date of joining is after

20210122 | 11220 | Avadhoot Chavan | 102406

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959



the first working day of October of the calendar year you shall not be eligible for any performance bonus or any increment either in full or in part during the relevant financial year. Subject to as stated above, if your date of joining is on or before the first working day of October of the calendar year you shall be eligible for the performance bonus and increment on a prorata basis.

If your nature of job prescribes for any adhoc / special increment as per the process and policies of the company, you shall not be eligible for any annual increment. If your nature of job prescribes for sales incentive as per the process and policies of the company, you shall not be eligible for any variable pay/performance bonus.

5. Job Description

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company, 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.

6. Medical Fitness

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

7. Background Checks

Your appointment is made relying upon the information furnished and representation made by you from time to time. The Company and any of its employees/representatives and/or officials shall be entitled to conduct reference and background check from all the requisite sources including all your previous employer/s or references given by you and if not found suitable or any discrepancy is noted in regards to you or any of the statements, declarations or disclosures made by you the Company shall have full right and authority to terminate your services and take such further action as deemed necessary in the interest of the Company.

8. Retirement

The normal age of your retirement shall be 60 years and accordingly it is the condition of employment that you will automatically retire (superannuate) on attaining the age of 60 years and no further notice whatsoever to you will be necessary in this regard.

9. Leave

You will be entitled for leave and paid holidays as per the policy of the Company as presently applicable and/or as may be modified from time to time.

10. 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 compensation 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.

You shall at all times comply with the terms and conditions as laid down in Insurance Act, 1938, and observe the rules, regulations, circulars, code of conduct, etc. laid down by Insurance Regulatory and Development Authority of India (IRDAI) from time to time.

282613/112999/Avashodh Vasant Chavan/172496

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

11. Termination

a) It is understood and agreed that this engagement may be terminated anytime, by either party by giving to the other at any time, notice in writing for the period based on your Grade at the time of termination, as notice period defined below:

L1 Grade & below: 1 (one) month

L2 Grade & above: 3 (three) months

The termination shall take effect at the end of such notice period. Termination with immediate effect, may be made by the company by paying you an amount equivalent to Gross Salary in lieu of notice mentioned above.

b) If you resign from the services of the company, the company may choose to, in its sole discretion, to relieve you immediately or on any date within your notice period or may require you to serve the notice period either in full or in part, with or without any pay in lieu of notice.

c) You understand and acknowledge that your notice period could be changed at any time during the course of your employment on account of change in your role/level/designation etc.

d) At the sole discretion of the Company your services are liable to be terminated without any notice or salary in lieu thereof in the event of any breach of the terms and conditions of this letter and the annexure thereto, including refusal of Transfer or nonfeasance or acts against the interest of the company or you being involved in violation of any of the Company's Rules, Policies, Service Regulations, Code of Conduct, or any offence which may or may not be directly connected with the business of the Company and for such act the Company shall not be held liable under any circumstances and provision. The Company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions including through the digital platform bringing bad name and/or disrepute to the Company.

12. Code of Conduct, and Rules/ Regulations/ Policies of the Company

You shall at all times during your tenure with the Company, comply with the service regulations, code of conduct and all the policies, process, regulations, guidelines etc. issued by the Company, presently applicable to the employees of Bajaj Allianz Life Insurance Company Limited, and as amended or communicated from time to time.

13. Relationship with Directors

You will declare your relationship, if any, with any of the Directors of the Company 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 you becoming so.

14. Confidential Information

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, services 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.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959



You hereby agree that you will not, at any time during or after your employment 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.

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

Unauthorized Disclosure and use of confidential information constitutes a serious misconduct and 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.

15. Intellectual Property

All works developed by you during the course of your employment 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 compensation 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.

16. Proprietary Rights

Any product including but not limited to all information, reports, studies, software (including source codes, object codes and executable), flow charts, diagrams and other tangible and intangible material of any nature whatsoever produced by or as a result of any of the services rendered by you shall be the sole and exclusive property of the Company. In furtherance thereof, you hereby irrevocably grant, assign, transfer to the Company all rights, title and interest of any kind, in and to any such product" produced by you, severally or individually, whilst in employment with the Company. After the determination of your services, you shall not be entitled to make any use of any of the said materials except as may be expressly permitted in writing by the Company.

17. Advertisement

You shall not use or caused to be used the name and/or trademark/logo of the Company, its group companies, subsidiaries or associates in any sales or marketing publication or advertisement, or in any other manner whatsoever without prior written consent of Company."

During the tenure of your service and after determination thereof, you shall not publish or cause to be published in any media, print, web or electronic, any advertisement concerning the Company or its products

282613/113999/Avedhoot Vasant Chavari/102493

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

without the prior written approval of the Company and further such matter to be published or caused to be published in any media, print or electronic shall be pre-approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. Any such matter to be published or caused to be published in any type of media whatsoever or any such circular or note concerning the Company shall comply with the IRDAI (Insurance Regulatory and Development Authority of India) Regulations, 2000 and the IRDAI (Insurance Regulatory and Development Authority of India) (Amendment) Regulations, 2015 and any amendments thereof. If any law suit or action shall be brought against the Company as a consequence of any unauthorized action or publication or statement of yours or the representatives in any media, print or electronic or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

18. 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, during your service tenure and after determination of your services. Such indemnity shall not prejudice the right of the Company to terminate your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss, damage.

19. 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 and shall surrender or dispose of all the assets of the company, if any, in your possession or control as may be instructed by the company in writing.

The Company at all times reserves the rights to have a lien over the dues payable to you for recovery/set off of assets/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 or assets of the company are surrendered /disposed of as above, even if you have been relieved from the service of the Company. In the event of your leaving the employment 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 initiate appropriate remedial proceedings including but not limited to the recovery of outstanding amounts.

20. Amendment

Unless otherwise decided by the company expressly, this Agreement shall only be modified or amended only by an instrument in writing duly issued by the Company.

21. 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.

22. Governing Laws & Jurisdiction

The provisions of this Agreement shall be governed by and construed in accordance with Indian law. Any dispute, controversy or claims arising out of or relating to this Agreement, shall be under the exclusive jurisdiction of the courts located at Pune.

Copyright © Bajaj Allianz Life Insurance Co. Ltd. 2018

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

Signature

Signature

23. Department Specific Terms and Conditions

You shall be governed by the norms, terms and conditions, as per your job requirements, if any as mentioned in Annexures, annexed hereto, and the same shall be deemed to be an integral part of this agreement.

24. Anti-Bribery Undertakings

During the course of your employment with the Company, you shall not commit, authorize or permit any action which would cause the Company and/or the Company's affiliates to be in violation of any applicable anti-bribery laws or regulations and the internal policy of the Company on corruption and bribery. This obligation applies in particular to illegitimate payments to government officials, representatives of public authorities or their associates, third parties, families or close friends to any other entity or individual including yourself.

You hereby agree and undertake that you shall neither offer or give, or agree to give, to any employee, representative or third party nor accept, or agree to accept from any employee, representative or third party any gift or benefit or consideration of any kind as an inducement or reward for doing or refraining from doing or having done or refrained from doing, any act, or for showing or refraining from showing favour or disfavour to the Company, be it monetary or otherwise, which the recipient is not legally entitled to receive.

You hereby agree and undertake that you shall promptly notify the Company, if you become aware of or have specific suspicion of any corruption and bribery with regard to any such activity. In case any prohibited payments or gifts are made or received by you, as stated herein above, or if the Company has reasonable cause to believe that such payments or gifts have been or are being made, the Company may terminate your employment with immediate effect.

25. Litigation and Court Cases

During and after the severance of employment with the Company, for any reasons, if required by the Company, you shall be required to file an affidavit in the Court of Law, deposing the facts and circumstances, of a case at hand. Further you shall appear and depose on behalf of the Company, in any Court of Law or Authority, if so desired by the Company.

All costs and expenses incurred in any travel for any court case(s) shall be subject to prior approval of the Company in writing and shall be reimbursed to you on case to case basis.

26. Exclusive employment, Non-Compete and Non-Solicitation

(a) You hereby agree and undertake that during the period of your employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and/ or entered into any arrangement in the nature of a Garden Leave with you, you shall not engage in any other employment, trade, business or profession or work as an employee, consultant or in any other capacity, directly or indirectly, for or with any other person or entity.

(b) You hereby agree and undertake that during the period of employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and/ or entered into any arrangement in the nature of a Garden Leave with you and for a period of one (1) year from the date you have ceased to be in employment with the Company, you shall not:

(i) Attempt to directly, indirectly or in any other manner whatsoever, whether for profit or otherwise, solicit or persuade any person who is a client/ customer of the Company to cease doing business with the Company, or to reduce the amount of business which any such client/ customer has customarily done or might propose

7/52913/11390/Avedhoot Vasant Chavani 102466

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959



doing with the Company, whether or not the relationship between the Company and such client/ customer was originally established in whole or in part through your efforts; and

(ii) Employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company or any Bajaj Finserv Group of Companies, on the date of cessation of your employment, or was in the employment of the Company or any Bajaj Finserv Group of Companies at any time in the preceding twelve (12) months preceding your date of cessation of employment.

27. Interpretation, Miscellaneous & Residuary

Notwithstanding anything contained herein the company reserves its absolute rights at its sole discretion to render interpretation of any of the clauses contained herein or to provide clarity to any of the verbiage or nomenclature or whatsoever as it may deem fit and proper. The decision of the company in this regard shall be final and binding.

28. Other Terms and Conditions

During your employment, you will be subject to the service rules and regulations applicable from time to time. The terms and conditions contained herein, and of the Annexure hereto 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 employment.

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.

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, consultant, servant or otherwise in any other business, trade, occupation or profession whatsoever. You will devote your whole time and attention to your duties with Bajaj Allianz Life Insurance Company OR the Company.

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

You shall not appoint or cause to appoint any of your direct or indirect relatives as insurance consultants for the Company or on any other designation under your organization without taking prior written consent for the Head-HR and Head of your Department.

You shall not communicate in writing to any client or prospective client on any product features or illustrative returns on investment in any product other than the ones published in the Company's product brochures or product circular without the prior written approval and authority of the Company and further such matter to be communicated shall be approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. You shall not give guarantees, written or oral, on behalf of the Company with regard to the prospective performance of any of the products of the Company. If any claim shall be brought against the Company as a consequence of any unauthorized action or communication or statement of yours or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

2020.11.10 PPA-Product Vennit Circular 102456

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959



You shall maintain and ensure maintenance of such records and registers as may be specified by the Company, from time to time, which are necessary for achievement of your targets and improving your productivity.

You shall not do anything or cause to do anything, which shall bring dishonor and/or disrepute to the Company 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 Company the details thereof.

You shall not at any time use your association with the Company to gain unfair advantage for personal purposes.

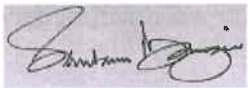
Upon your joining duties and giving an acknowledgement of acceptance of this letter of offer, the letter shall be deemed to be your Appointment Letter. Please sign and return a copy of this communication and Annexure(s) in acknowledgement of receipt and acceptance of the terms and conditions of this contract.

Please read the notes/ instruction mentioned in the attached annexure including your entitlement sheet.

The attached annexures are an integral part of this Offer Letter and shall be read accordingly unless altered/changed/modified by the Company.

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 Life Insurance Company Ltd.



Santanu Banerjee

Chief Human Resources Officer

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this Offer Letter/Appointment Letter, and all the Annexures hereto. 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: Avadhoot Vasant Chavan

Date: ____dd / ____mm / ____yyyy

282613/113999/Avadhoot Vasant Chavan/102456

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

ANNEXURE A

COMPENSATION ENTITLEMENT SHEET

Date: January 22, 2021

Name:	Avadhoot Chavan		
Department:	Agency Sales		
Position Description:	Senior Sales Manager		
Internal Designation:	Senior Sales Manager		
Grade:	STM		
Location Code:	Kolhapur	Location:	Kolhapur
S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	6,500.00	78,000.00
2	Minimum HRA	1,200.00	14,400.00
3	Conveyance Allowance	2,000.00	24,000.00
4	Telephone Allowance	2,000.00	24,000.00
5	Statutory Bonus	1,300.00	15,600.00
6	Flexible Benefits	9,907.00	118,884.00
7	Company's Provident fund contribution	1,800.00	21,600.00
8	Gratuity as per the Act	313.00	3,756.00
	Total Fixed	25,020.00	300,240.00
9	Total Cost to Company		300,240.00

Flexible Benefits:

1. Children's Hostel Allowance - Rs. 300 per month per child up to a maximum of two children.
2. Children's Education Allowance - Rs. 100 per month per child up to a maximum of two children.
3. Leave Travel Allowance (L2A & Above) - For L2A Rs. 15,000 per annum and L3B and above up to the FBP balance amount limit.
4. National Pension Scheme (L2B & Above) - up to 10% of monthly basic salary.
5. Company Car (L3B & above) - One, can participate in the company car scheme, as applicable to the grade, part of the flexible benefit plan will be assigned toward the scheme, if one opts for a car under the scheme.
6. Superannuation (L4B & above) - 15% of Basic.

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

Other Benefits:

1. The employee is covered under a Group Term Life Policy (GTL) during the tenure of employment & benefit given under GTL is as per company policy. In addition to this, in case of accidental death the legal heir/nominee would be entitled to an additional death benefit.
2. Employees are covered under a Group Personal Accident (GPA) policy in the event of Permanent total disability/Permanent partial disability and Temporary Disability, arising out of an accident event. The sum assured under the GPA policy is as per company policy. This policy does not cover accidental death.
3. The employee and family members can avail Group Mediclaim (Hospitalization) Insurance facility. Employee is required to enter the choice of coverage (Sum assured & Number of family members). Default coverage of Rs. 2 Lakh will be provided by the company to the employee.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
7. 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 statutes. 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 Annexure to Appointment Letter.
8. Relocation benefits as per company relocation policy.
9. Perquisite as defined in income tax rule (included but not limited to advance against house deposit; Guest House/Hotel stay) shall be added to the taxable income for tax computation in accordance with the income tax act.

You are directed to report for duties on ___/06/2020 (dd/mm/yyyy). However, owing to the advent of COVID -19 and the ongoing epidemic, the date of reporting is tentative and may vary, subject to the restrictions/precautionary measures undertaken by the Government of India and respective State Government in order to contain the spread of COVID-19. We shall inform you in advance if the date of reporting indicated above is changed.

2528513/113599/Avadhoot Vasant Chavan/102496

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789

Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com

CIN: U68010PN2001PLC015959



Annexure "S"

BAJAJ ALLIANZ LIFE INSURANCE COMPANY LIMITED

INFORMATION ON SALARY PROCESS OF THE COMPANY

As per the Company Policies and Procedures, the Salary paid is calculated on the basis of the attendance for the current month i.e. 1st of the current month till 30th of the current month. Salary will be processed on the basis of SuccessFactors (b1) attendance only

In the first month, New Joinee will get salary from the 1st to 30th of the month from his Date of Joining.

Employees whose joining compliances are completed (Employee code generated) on or after 20th of the current month salary will be paid in the subsequent month as Arrears..

The attendance period shall be inclusive of Sundays and Company declared Holidays.

For Example:

1. If an employee joins on the 10th day of August, he shall be receiving salary from 10th of August till 30th of August, for all days, in which he has marked attendance.
 2. If an employee joins on the 20th day of August, he shall be receiving salary from 20th of August of previous month till 30th of September, in the month of September, as per the attendance.
- To register your daily attendance, please ensure to log-in your attendance on SuccessFactors (b1) on daily basis. Also ensure to regularize your absent days / Leave Days before 18th of every month to avoid the salary deduction.

PAN No. & Bank Account Details Submission:

1. BANK & PAN Details updated only on b1 will be considered for Salary Payment. Please ensure to update correct PAN No. & Bank details on b1. We will consider it for salary pay-out

Path for updation of PAN/Bank details:

Login to B1 --> My Profile --> Bank Detail

2. Post Joining you have to open your Salary Account with the following banks, if you already have the active bank account with the below banks, the said account can be continued for salary Payments

- a) Axis Bank
- b) Bandhan Bank

3. Ensure that the name provided to company matches with the Bank record.
4. Also ensure that your salary account is activated before updating details on b1
5. Salary will be put on hold if PAN is not submitted within 90 days or if Bank Account no. is not submitted within 45 days of Date of Joining.
6. Salary hold for non-submission of PAN & Bank will be released by 8th of every month, if details submitted before 6th.

For New Joinee; if bank account is not updated on SuccessFactors, the first month salary will be Kept on hold and will be subsequently released in next pay-out cycle, post bank account details update in b1

Signature: _____

Name of the employee: _____

Designation: _____

Location: _____

Date: 23 / 1 / 2021

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

CHECKLIST FOR EMPLOYEE CODE GENERATION-JOINING CHECKLIST 2 (JC2)

1. Duly Filled Joining Information Report (JIR)
2. Signed Acceptance Copy of Appointment Letter
3. Highest attained Education proof
4. Documents from previous Organisation:
Relieving Letter OR
Resignation acceptance letter with company seal OR
Full and Final Document with company seal OR
Resignation acceptance e-mail copy from official email id
5. If self employed
Income Tax Return Copy OR
Self Declaration
6. If on Contract/Commission Basis/Agent/Advisor/Consultant
Provide Resignation /Relieving letter mentioning that the candidate is no more associated with that company OR
Any other official document mentioning that the candidate is no longer associated with the company
7. Permanent address proof (any one of the below)
Passport
Pan Card
Voter's Identity Card issued by Election Commission of India
Driving License
Ration Card
Aadhaar Card
Electricity Bill
BSNL Bill
House Rent Agreement or House Registration
8. Current Address Proof (Original)
9. Three passport sized photographs

282613/113999/Avadhoot Vasant Chavan/102496

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 208 7272 | Email: customerscare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

26th August 2021

Plot no: 14/2, Ashiyana Colony, Jarag Nagar, Kolhapur, Maharashtra, 416012

Dear Tanvi Suryawanshi,

We are pleased to extend you our employment offer to join Atyeti Services Pvt Ltd. for position of **HR Generalist** with a start date of **13th September 2021**, contingent upon successful completion of background check. We believe you will play an important role in our continued growth and success, and look forward to welcoming you to Atyeti family.

You will be reporting directly to **Shubhada Kale** at **WTC-Pune** although you may be required to perform your duties at other locations from time to time.

The terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in the Company's Employee Handbook ("the Handbook") and "Code of Conduct" and all applicable regulations and policies of the Company, form the basis of your employment.

Your gross annual total compensation is **Rs.3,82,000/-**. Details of your compensation structure are enclosed in **Annexure A-Salary Break- up**. The company will review the salary on annual basis. Any change in salary will be notified in writing.

You are also eligible for company offered benefits which are enclosed in Annexure B

This offer is valid for three calendar days from the date issued. Please sign all pages of the offer letter, including the Annexures, as your acceptance.

We would like to extend a warm welcome and wish you a rewarding career with us!

Best Wishes,

DocuSigned by:

Shubhada Kale

E9FA1CFB872F4D0...

Shubhada Kale

Head of HR

Contact:shubhada.kale@atyeti.com

TERMS AND CONDITIONS OF EMPLOYMENT

This **Agreement** is made and entered into **26th August 2021**, between Atyeti IT Services Pvt Ltd, (the "Company") and Tanvi Suryawanshi("Employee").

1. Commencement of employment

Please note that upon acknowledging this offer letter you agree to be in bond with the Company for 2 years continuously starting from your date of joining. However, the annual appraisal and incentives will not be bonded. Annual Appraisal will follow the standard process as stipulated by the company norms.

You shall report to work at the Company's office on or before **13th September 2021**. In case you fail to join the company by the aforesaid date, you would be breaching the terms & conditions governing your employment with the company.

2. Designation & Location

You will be designated as a **HR Generalist** with **Atyeti IT Services Private Limited, Pune, India**.

3. No other job commitment:

- You accept that you are being hired in accordance with the clauses and terms set forth in this Agreement, and officially state that you are not employed by any other company and that you are free of any commitment to any preceding employer. You agree that you are required to terminate your employment contract, including your notice period, or any other employment relationship with any preceding employer before the date on which this agreement takes effect. You agree that you are responsible for any work or employment dispute arising from a breach in this regard.
- While you are employed with Atyeti, 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.
- You agree not to own or operate an independent commercial business, nor to trade for your own or another's benefit in Client's line of business.

4. Job Duties:

You agree to perform the assigned job and to do whatever else the Company instructs you to do, and to complete any assigned training. Owing to the mission critical assignments undertaken by the company, you may be required to work on weekdays/ paid / public holidays for the company, whenever called upon to do so.

5. Working Hours:

You will be required to work nine (9) hours per day Monday through Friday including a one (1) hour break for lunch. Further, depending on the work load and business requirements, at any given time, you may be required to work in shifts and/or during weekends. You may also be expected to travel to other locations at times outside of your official hours of work.

6. Probation period:

Your employment will be subject to **6 months** of probationary period. While on probation, you must serve two months of notice period if you decide to terminate the employment. In the event of separation, the notice period applicable to the organization as well as the employee is 60 days. Subject to your performance and conduct being satisfactory, your employment will be confirmed with a confirmation letter after completion of your probation.

7. Buy Out:

If you are eligible for a Buyout option in your current organization as well as Atyeti has paid the amount for Buyout for early joining with Atyeti. In this scenario, if you decided to terminate your employment before one-year with Atyeti, you will have to return the Buyout amount else it will be adjusted with your full and final settlement.

8. Appraisals:

Your performance will be evaluated annually and based on your manager's feedback you may become eligible for an increment.

9. Ownership of work:

Any product created, service rendered during the course of your employment, including but not limited to any intellectual property in relation thereto will be for and on behalf of the Company shall solely and exclusively belong to the Company. If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the company, such developments will be fully /communicated to the company and will remain sole right/property of the company.

10. Leave details:

- a. **Annual Leave-** You will be entitled to 15 days annual leaves in every calendar year, subject to the HR Policy mentioned in employee handbook. The same will be calculated on pro-rata basis. These leaves will be in addition to public holidays.
- b. **Sick Leave-** You will also be entitled to 8 sick leave in every calendar year, subject to the HR Policy mentioned in employee handbook. The same will be calculated on pro-rata basis.
- c. **Maternity Leave-** Atyeti offers maternity leave benefit of 26 weeks. You can opt for 8 weeks of this benefit before childbirth and remaining post-childbirth.
- d. **Paternity Leave-** Atyeti offers paternity leave benefit of 5 days.

11. Termination of employment:

- a. **Termination with Notice** - You are required to give an advance notice of 60 days in writing as your resignation from Employment. In the event of separation, the notice period applicable to the organization as well as the employee is 60 days.
- b. **Termination without Notice** - Company may terminate your employment immediately and without any notice due to serious misconduct, serious breach of employment rules as set out in employee handbook.

12. Confidentiality:

During your employment with the Company, you may learn trade secrets or confidential information, which relates to the Company and the Clients. Unless you are required to do so in the proper performance of your duties, you must not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company.

You also agree that details of your employment contract are strictly confidential between you and Atyeti. If you are unsure about the confidential nature of specific information, you must seek your manager's advice and clarification. Please refer to the Confidentiality clause (Clause-) for detailed description.

13. Non-Competition and Non-Solicitation

During the period until one (1) year following the termination of your employment for whatever reason (which time period shall be extended by the length of time during which you are in violation of this paragraph), you shall not directly or indirectly solicit the business (or otherwise deal in a manner adverse to the Company with) or provide any software engineering, consulting or programming services to any customer or end-user of any customer of the Company for which or for whose benefit you have provided services during your employment, either directly or indirectly solicit the services of (or otherwise deal in a manner adverse to the Company with) any employee of the Company or induced such employee to terminate his or her employment.

During the term if you are assigned with CLIENTS and for a period of 12 months after termination or expiration of your employment with the Company, you agree that you will not in any manner, either on your own behalf or on behalf of any other person or entity, directly or indirectly compete with COMPANY by soliciting the CLIENT in any department or any location globally for any opportunities.

For violations and restrictions please refer to Employee Handbook.

14. Safekeeping and Return of company property:

You will be responsible for the safekeeping and return in good condition of all of the Company's properties, which may be in your use or custody. Company shall have the right to deduct the monetary value of such properties from your dues and take such actions as deemed proper in the event of your failure to account for them to the Company's satisfaction.

15. Intellectual Property Rights:

You hereby agree that Atyeti shall own, on a perpetual, irrevocable, exclusive, royalty-free, fully-paid up, and world-wide basis, all right, title, and interest in, to, and under, including all Intellectual Property Rights throughout the world therein, all work product, both tangible and intangible, performed for the CLIENT, its Affiliates, or its or their clients or customers,

You acknowledge and agree that you may use the Client's Materials solely for the benefit of Atyeti, its Affiliates, and the Services Recipients pursuant to this Agreement.

16. Ownership of Client Data:

All Client Data is and shall remain the sole and exclusive property of Atyeti/Client. Without Atyeti's approval (in its sole discretion), Contractor shall not use Client Data for any purpose other than to provide the Services.

17. Rights Granted:

To the extent that any of the Services provided hereunder by you result in your creation of any works that may be protected under the copyright law, including, but not limited to computer software programs, modules, training materials, development tools and/or written documentation, (hereinafter "Work"), each such Work shall be deemed specially commissioned by Atyeti and shall be considered a "work made for hire", as defined in the India Copyright Act 1957.

18. Compliance:

Company's rules, regulations and directions relating to employees, including the Group's Code of Conduct, which are now or may hereafter be in force, will apply to you and will be strictly complied with by you. You should therefore acquaint yourself with all Company rules and policies, which are applicable to you.

19. Data Protection:

By signing this statement, you acknowledge and agree that the Company is permitted to hold personal information about you as part of its personnel and other business records, and that the Company may use such information in the course of the Company's business. Please note that this may include transfer and storage of your personal information at offshore data storage facilities.

You agree that the Company may disclose information about you to other Group companies or third parties (including cross border transfers) if the Company considers that to do so is required for the proper conduct of the Company's business or that of any of its associates. This Clause applies to information held, used or disclosed in any medium.

20. Code of Conduct and Policies:

You agree to read, follow and to perform your job in compliance with the Company's Code of Conduct and Anti-Money Laundering Policy, each as amended from time-to-time and with all other applicable "Rules"-laws, workplace safety rules, anti bribery rules including Trading Policy as governed by the Company's Clients. If the Company has reason to believe you violated the Code of Conduct or a Rule, you agree to cooperate in any investigation and comply with any properly-imposed discipline including, but not limited to, immediate dismissal.

21. No Waiver Survival:

No delay by the Company in enforcing any Company right under this Agreement constitutes a waiver. Upon termination of this Agreement, some provisions will survive and will be enforceable going forward.

22. Governing Law and Jurisdiction:

This Agreement is subject exclusively to the law of India, the courts at Pune depending on the place of work will have exclusive jurisdiction over any claims between the parties (that is, over disputes under this Agreement and also over disputes that do not implicate provisions in this Agreement).

23. Entire Agreement:

This Agreement represents the entire agreement of the parties and it supersedes all prior statements, discussions and understandings. The Company reserves the right to change its policies from time to time. You would be informed in writing about any change in the Company policy. During your employment with the company, you shall be subject to all rules and regulations, as are made / amended by the company.

Please confirm your acceptance of the terms and conditions of employment by signing the attached copy of this letter. Kindly ensure that you also initial each page and any attachment hereto

Acceptance:

I, _____ accept the employment on the above terms and conditions.

I confirm that I will report to work on ____, which shall constitute the date of commencement of my employment with the company. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Remuneration and Allowance Details

Details of your remuneration and other benefits are provided in Annexure A. Your salary will be paid monthly directly into your personal account.

If you join the Company in the middle of the month, your fixed pay will be pro-rated. Any outstanding dues to you will be subject to applicable taxes and deductions will be made accordingly including any overpayments, loans or advances made to you by the company.

ANNEXURE A

Employee Name: Tanvi Suryawanshi

Designation: HR Generalist

STRUCTURE			
SR NO	COMPONENTS	MONTHLY AMOUNT (₹)	ANNUAL AMOUNT (₹)
A	FIXED COMPONENTS:		
	Basic Pay	12,733	152,800
	House Rent Allowance	6,367	76,400
B	FLEXI BASKET:	10,933	131,200
	Leave Travel Allowance	-	-
	Meal Card	-	-
	Special Allowance	-	-
C	RETIRAL BENEFITS		
	Employer's Contribution to Provident Fund	1,800	21,600
	GROSS COMPENSATION	31,833	382,000

FLEXI BASKET

SR NO	COMPONENT	DESCRIPTION	Monthly Contribution (Max)	Annual Contribution (Max)
1	LEAVE TRAVEL ALLOWANCE	LTA becomes tax exempt up to a maximum of economy class air fare twice during a four-year period (currently 2018-21) for "family" as defined under the Act.	10% Share of Monthly Basic Pay	10% Share of Annual Basic Pay
2	MEAL CARD	Towards expenses for meals/food. Tax Exempt	₹ 2200	₹ 26,400
3	SPECIAL ALLOWANCE	The remainder of the Flexi Benefits as reduced by the components selected from the above would be paid out as Special Allowance.	Balance	Balance

- The amount for reimbursements under Flexi Basket can be decided by you
- Company contributes a maximum of ₹ 1800 towards the Employees Provident Fund Scheme. Computation is 12% of basic wages capped at ₹15000/- per month under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. The Company also deducts an equal amount and remits the contribution of the employee to the Employees Provident Fund from the salary payable to him/her. However, the employee can opt to increase the Employee PF contribution through VPF contributions.

ADDITIONAL BENEFITS

SR NO	COMPONENT	BENEFIT
A	GRATUITY	Employee is eligible for gratuity on separation after minimum 4 years and 6 months of continuous service excluding unpaid leaves, payable as per Payment of Gratuity Act.
B	LIFE INSURANCE COVERAGE	Employee's nominee/nominees would be eligible to receive sum of Maximum benefit of Rs. 10 lakhs as per the company policy.
C	GROUP MEDICAL INSURANCE & MEDICAL DIAGNOSTIC COVERAGE	Employee and Dependent family (Spouse and 2 children are covered under Group Mediclaim Insurance Policy) and 3000/- Rs per family per year medical diagnostic expenses are covered.
D	ACCIDENTAL DEATH COVER	As a part of Corporate Salary Account with HDFC Bank, Employees Personal Accident Death Coverage of Rs. 5 lakhs and Air Accidental Death Cover of Rs. 25 lakhs on Salary Account.
E	RELOCATION	Employee will be eligible to receive a one-way travel charges (flight/train/bus) with 5 days 4 nights stay in hotel.
F	TRAINING AND DEVELOPMENT	Company offers a comprehensive training and upskilling program for all employees

My Details are as below:

Name: _____

Father's Name: _____

DOB: _____

PAN: _____

Permanent Address: _____

Signature: _____

Date: _____

Place: _____

Emergency Contact Number 1

Relationship with the Employee _____

Name of the Contact Person _____

Contact Number _____

Emergency Contact Number 2

Relationship with the Employee _____

Name of the Contact Person _____

Contact Number _____

DOCUMENTS REQUIRED

1. Documents to be submitted upon receipt of Offer Letter

- (a) Offer Letter Copy duly signed by you for acknowledging acceptance of the offer.
- (b) Education Check - Highest academic education and professional certification courses viz. CA/ICWA/ACS (with Registration/Membership number) - Provisional or Degree Certificate with complete mark sheets.
- (c) Relieving letter / Service letter from the last employer / accepted copy of resignation letter on the letterhead / copy of full and final settlement.

2. Documents to be submitted on the Date of Joining

- (a) Education Check - Highest academic education and professional certification courses viz. CA/ICWA/ACS (with Registration/Membership number) - Provisional or Degree Certificate with complete mark sheets.
- (b) Copy of Passport size photo with white background.
- (c) Copy of Aadhaar Card and PAN is mandatory.
- (d) Copy of Nationality Proof- Copy of Passport / Voter ID / Domicile certificate.
- (e) Bank Details and proof like cancelled cheque copy/ bank statement/ bank passbook (Containing IFSC code, A/C no, Name as per bank account).

3. Background Check

- (a) Relieving letter / Service certificate from previous employer/Payslip
- (b) Highest academic education and professional certification courses viz. CA/ICWA/ACS (with Registration/Membership number) - Provisional or Degree Certificate with complete mark sheets.
- (c) Residential proof/Aadhaar card/Pan card/Passport
- (d) Employment History for last 5 years.



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

Campus Hiring - INTELLEGROW

2 messages

Ankur Rangate <Ankur.r@intellegrow.com>

Mon, Dec 30, 2019 at 11:55 AM

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

Cc: Neelam Bharate <neelam.b@intellegrow.com>, Amod Sortur <amod.s@intellegrow.com>

Dear Kishor,

This is Ankur Rangate, Branch Manager(Kolhapur) INTELLEGROW.

We are looking for freshers who can support us for our Sales team. In the attachment is the job description for same and detailed company's profile.

Please let me know the count of students interested in drive as discussed on phone.

Warm Regards,

Ankur Rangate

Branch Manager

**Jain Sons Finlease Limited**M: +91 8788986936 | 9405071202 | www.intellegrow.com

2 attachments **Campus Recruitment INTELLEGROW.pdf**
1627K **JD Campus Hiring**
613K

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

Sat, Jan 4, 2020 at 3:08 PM

To: Ankur Rangate <Ankur.r@intellegrow.com>, pgkale@siberindia.edu.in

Namaste Sir,
herewith iam attaching the list of registered students for the pool campus for your reference.
Requesting you to do the needful.
with regards,

Dr. V. Ravi Kishore Kumar

Member, CDC

Career Development Centre

Chhatrapati Shahu Institute of Business Education and Research Trust

[Quoted text hidden]



Intellegrow Pool campus list2020.xlsx

7K

29 Aug 2019

Dear **prasad Patil**,

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

Your compensation details are as follows:

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

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

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

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

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

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

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

Best Regards,



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

I accept the above terms and conditions.

Name : **prasad Patil**

Signature & date: _____

Date: 7th October 2019

Candidate Name:- Asawari Desai

Institute Name:- CSIBER

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a **Management Trainee** by the Kotak Mahindra Group for;

❖ **Kotak Life**

Your **remuneration** per annum is **Rs. 350000** CTC plus annual incentives (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

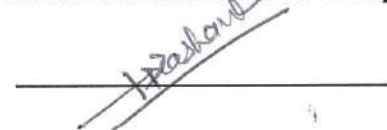
In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

Sagar.thorat@kotak.com	Kotak Life
Maneesh.goel@kotak.com	Kotak Life

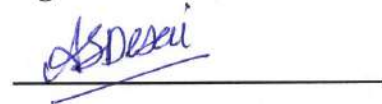
Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group



Signature of the candidate



Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503

Registered Office:

2nd Floor,
Plot # C- 12,
G- Block, BKC, Bandra (E),
Mumbai - 400 051.

Corporate Office:

7th Floor, Kotak Infinity, Bldg. No. 21,
Infinity Park, Off W. E. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India.

T +91 22 66057777
F +91 22 67425649 / 50
<http://insurance.kotak.com>

Koi hai... hamesha

March 28, 2020

Mr. Dhairyasheel Chougule

: Plot No 46/B,
Kalamba Road,
More Mane Nagar,
Kolhapur - 416007

Dear **Mr. Dhairyasheel Chougule**,

Sub: Offer Proposal

We are pleased to extend you an offer proposal in our organization for the position of **Channel Sales Manager** in **HOM - Agency Health** department for **Sangli** location.

Your annual cost to company will be **Rs. 300000/- per annum**. The compensation details are detailed in the 'Annexure' to this letter. You will be eligible for performance bonus / incentives as per the Company's policy.

This offer is contingent upon the successful completion of Health Declaration & background verification conducted by the Company or any other external agency authorized to conduct the same.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.

A detailed appointment will be issued to you post acceptance of offer proposal and submission of the requisite documents by you.

Yours sincerely,

For **Tata AIG General Insurance Company Ltd.**



Supreet Singh
Vice President & Head Corporate HR

Name	Dhairyasheel Chougule
Designation	Channel Sales Manager
Band	Band 1
Location	Sangli
Department	HOM - Agency Health

Component	Per Month (Rs.)	Per Annum (Rs.)
Basic Salary	10500	126000
House Rent Allowance	525	6300
Statutory Bonus	1000	12000
Flexi Allowance Plan (FAP)	10670	128039
Retirement Benefits		
Provident Fund		21600
Gratuity		6061
Annual Cost to Company		300000

*Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
HRA	Min 5% of Basic as per Minimum HRA Act & Maximum as per city limit mentioned in the IT Act
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs 2 lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lacs whichever is lower.
Other Benefits*	Cover
Group Mediciam Insurance cover: Hospitalization expenses shall be covered/ reimbursed for Self, Spouse and up to 2 dependent children on a family floater basis.	Applicable as per the company policy.
Group Life Insurance cover: In the unfortunate event of death on account of an accident or natural causes, an employee's nominee shall be eligible for an insurance cover. In addition, terminal illness benefits have been provided under this policy.	Two times of Annual CTC less retirals or Rs.1,000,000/- whichever is higher. (Retirals includes PF ,Gratuity & Superannuation)
Group Personal Accident Insurance cover: All employees are covered for 24 hours, worldwide under this policy. The policy covers an employee in the event of bodily injury due to an accident. The policy also covers temporary disability and permanent disability due to an accident.	Applicable as per the company policy.
Voluntary Parents Mediciam Policy: An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.	Applicable as per the company policy.

*** Please refer the Individual Policy Documents for more details**

Compensation revision will be effective April 2021, as per company policy.

Note:-All of the Above Payments would be subject to tax and other deductions as per norms.

09 Nov 2020

Dear Snehal Dongale,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level 1** of our Company.

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

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

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

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

Best Regards,

A handwritten signature in black ink, appearing to read "V Tyagi". The signature is written in a cursive style with a long horizontal stroke extending to the right.

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



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

Regarding Campus interview 2020 at csiber

6 messages

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

Tue, Jan 28, 2020 at 11:47 AM

To: Shrikant Athavale <shrikant@infiniumglobalresearch.com>

Namaste sir,

with reference to our telephonic conversation, 7th January 2020 can be finalized for campus interviews at our institute. requesting you to send us details regarding the interview.

thank you and regards,

Dr.V. Ravi Kishore Kumar

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

shrikant@infiniumglobalresearch.com <shrikant@infiniumglobalresearch.com>

Wed, Jan 29, 2020 at 5:09 PM

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

Hello Dr. V. Ravi Kishore Kumar,

We will have three rounds in the selection process as given below,

1. Written assignment to check the writing and analytical skills of the MBA students.
2. Personal Interview of the shortlisted candidates from the written assignment process.
3. Negotiation round for final selection and offer.

Hope this clarifies your doubts.

Thank you,

Regards

Shrikant Athavale**Principal Analyst and Founder****Infinium Global Research**

Mobile: +918999930634

Email: shrikant@infiniumglobalresearch.comWebsite: <https://www.infiniumglobalresearch.com>

[Quoted text hidden]

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

Wed, Jan 29, 2020 at 5:14 PM

Thank you sir
[Quoted text hidden]

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

Thu, Jan 30, 2020 at 4:32 PM

NAmaste sir,
herewith iam attaching the brief profile of registered students for your reference.
we have booked one interview room and one common seminar hall for our placement activity. if any
thing additional infra requirement is necessary, please mention.

thankyou and regards

Dr.V. Ravi Kishore Kumar
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]



Infinium Global Research, Pune Campus Drive 2020 (Responses).xlsx
17K

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

Mon, Feb 10, 2020 at 12:46 PM

Dear Sir,

Many thanks for giving us a chance to recruit from your institute.

Following are the students we have finalized for the role of research analyst

1. Pooja Anil Patil
2. Mrunal Mahesh Sakte
3. Chandradeep Patil
4. Ashwini Ashok Neje
5. Adinath Sanjiv Bambargekar
6. Mukti Gandhi

We will keep you posted about their package and appointment date in our company ASAP.

[Quoted text hidden]

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

Tue, Feb 11, 2020 at 10:15 AM

Dear Mr. Shrikant and Mrs. Hetal,

Greetings from CSIBER!

We sincerely thank Infinium Global Research team, for conducting Campus Recruitment drive at our campus, CSIBER@Kolhapur, on 07Feb2020. It was an excellent event and quite a fruitful drive.

We appreciate you and your teams for extending career opportunities to our students. Our special thanks, for the wonderful insights you shared to improve our next year batch.

We are sure that our association will be long-term and mutually beneficial. Let's meet up in Pune sometime to further discuss on strengthening this association.

With Warm Regards,

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>

Kotak Life Campus Drive 2019-20

3 messages

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

Sat, Oct 5, 2019 at 3:20 PM

Bcc: akshayghorpade08@gmail.com, rakeshby4@gmail.com, kailasmirajkar26@gmail.com, rohans7tdk@gmail.com, sp1684074@gmail.com, poonampatil12695@gmail.com, akshayghanekar592@gmail.com, meghanachopade@gmail.com, pritamtate1997@gmail.com, malavekarkumar@gmail.com, nandabodake5597@gmail.com, sanketjamdade11297@gmail.com, adinathshenekar@gmail.com, desaiasawari97@gmail.com, snarute1997@gmail.com, rajendrahandage@gmail.com, telirutuja106@gmail.com, shivalishinde.50@gmail.com, sushilkate@gmail.com, prithvikale1@gmail.com, amararage@gmail.com, susmitaghatage1711@gmail.com, bolajsneha1110@gmail.com, aishwaryabhendvade@gmail.com, khanjireaishwarya@gmail.com, tkp479934@gmail.com, madhavibhosale1995@gmail.com, 2050sourabhwaichal@gmail.com, vaibhavcmadak@gmail.com, onkarchavan@icloud.com, dhirajpatil4346@gmail.com, chndr1211@gmail.com, panditchaitany292@gmail.com, rajeshtsandugade@gmail.com, sameerdesai0906@gmail.com, Shreyas Atigre <shreyasatigre09@gmail.com>, girishchougule7500@gmail.com, supriyapatil8107@gmail.com, kiranyedage@gmail.com, rahulbhorcr7@gmail.com, pawar.akshay621@gmail.com, hulikattisuraj@gmail.com, suyogkore7812@gmail.com, vaibhav3340@gmail.com, nikitaspatil1234@gmail.com, kankekarrmar@gmail.com, sayaliraorane31@gmail.com, akshaykadam7497@gmail.com, pallavikharade111@gmail.com, sunilkarangutkar05@gmail.com, prashamamane2127@gmail.com, rahulvibhute15@gmail.com, prajaktachechar1996@gmail.com, shwetelokhande7788@gmail.com, prajupatil1210@gmail.com, vaibhavilengare2705@gmail.com, jennifer.pereira1997@gmail.com, sbkatkar923@gmail.com, varshuv1997@gmail.com, manishapatil2924@gmail.com, sushantshinde5749@gmail.com, bhagyashrimohite1920@gmail.com, mrunalsakate234@gmail.com, shitaljadhav0406@gmail.com, sayali141296@gmail.com, abhishekbagade55@gmail.com, sahilpatel711@gmail.com, Ashish Shinde <ashishshinde6997@gmail.com>, patilvikram8055@gmail.com, lohar.aniket24@gmail.com, manojgavali5286@gmail.com, muskankotwal111@gmail.com, priyankankheradkar12345@gmail.com, pavanpawar113@gmail.com, komalsase3281@gmail.com, aishwaryajangam338@gmail.com, prashalishinde1996@gmail.com, rutujalambe1143@gmail.com, VPIMSR Placement <cdc@vpimsr.edu.in>

Hello,

Greetings from CSIBER!

This is with reference to your registration for Kotak Life Campus Placement Drive 2019-20.

Following are the details of the drive:

Date of Campus Drive: 07.10.19 (Monday)

Reporting Time: 10.15 am

Venue: Room no. 1

Recruitment Process:

1. Address to the Students (Presentation – industry, company & role introduction)
2. Questions & Answers (related to the Opportunity at Kotak Life Insurance)
3. Online Aptitude Exam (Behavioral & Cognitive assessment)
4. Face2Face Interview with the shortlisted students.
5. Awarding Offer Letter to the Selected Students on the spot.

Kindly carry 2 copies of your resume. Dresscode is compulsory.**Attendance is compulsory for students who have registered for the drive. As per the placement policy if the student does not attend the drive after registration, he/she will not be eligible for further campus placements. Also, necessary action will be taken.**

Regards,

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

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: cdc@siberindia.edu.in

Sat, Oct 5, 2019 at 3:21 PM



Address not found

Your message wasn't delivered to **snarute1997@gmail.com** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

550 5.1.1 The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/?p=NoSuchUser> q131sor2807366vkq.9 - gsmt

Final-Recipient: rfc822; snarute1997@gmail.com

Action: failed

Status: 5.1.1

Diagnostic-Code: smtp; 550-5.1.1 The email account that you tried to reach does not exist. Please try

550-5.1.1 double-checking the recipient's email address for typos or

550-5.1.1 unnecessary spaces. Learn more at

550 5.1.1 <https://support.google.com/mail/?p=NoSuchUser> q131sor2807366vkq.9 - gsmt

Last-Attempt-Date: Sat, 05 Oct 2019 02:51:12 -0700 (PDT)

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

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

To: undisclosed-recipients;

Cc:

Bcc: snarute1997@gmail.com

Date: Sat, 5 Oct 2019 15:20:55 +0530

Subject: Kotak Life Campus Drive 2019-20

Hello,

Greetings from CSIBER!

This is with reference to your registration for Kotak Life Campus Placement Drive 2019-20.

Following are the details of the drive:

Date of Campus Drive:07.10.19 (Monday)

Reporting Time: 10.15 am

Venue: Room no. 1

Recruitment Process:

1. Address to the Students (Presentation – industry, company & role introduction)
2. Questions & Answers (related to the Opportunity ----- Message truncated -----)

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Sat, Oct 5, 2019 at 3:21 PM

To: cdc@siberindia.edu.in



Address not found

Your message wasn't delivered to **girishchougule7500@gamil.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

550 5.1.1 <girishchougule7500@gamil.com>: Recipient address rejected: User unknown in virtual alias table

Final-Recipient: rfc822; girishchougule7500@gamil.com

Action: failed

Status: 5.1.1

Remote-MTA: dns; mx9.webfaction.com. (185.20.49.164, the server for the domain gamil.com.)

Diagnostic-Code: smtp; 550 5.1.1 <girishchougule7500@gamil.com>: Recipient address rejected: User unknown in virtual alias table

Last-Attempt-Date: Sat, 05 Oct 2019 02:51:13 -0700 (PDT)

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

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

To: undisclosed-recipients;

Cc:

Bcc: girishchougule7500@gamil.com

Date: Sat, 5 Oct 2019 15:20:55 +0530

Subject: Kotak Life Campus Drive 2019-20

Hello,

Greetings from CSIBER!

This is with reference to your registration for Kotak Life Campus Placement Drive 2019-20.

Following are the details of the drive:

Date of Campus Drive:07.10.19 (Monday)

Reporting Time: 10.15 am

Venue: Room no. 1

Recruitment Process:

1. Address to the Students (Presentation – industry, company & role introduction)
2. Questions & Answers (related to the Opportunity ----- Message truncated -----)

STRICTLY CONFIDENTIAL

Date: January 22, 2021

Meghana Chopade**teli galli, tal- kagal, Hamidwada, Kolhapur, Maharashtra - 416235,
Kolhapur.****Dear Meghana Chopade,**

This has reference to your application and subsequent discussions. We are pleased to offer you the post of Sales Manager and you will be functionally working as Sales Manager in Grade STM at Bajaj Allianz Life Insurance Company Limited, as detailed in this letter. You are directed to report for duties on or before January 29, 2021. In case if you do not communicate acceptance of the offer in two (2) days from the date of receipt of this offer, or fail to join duties on or before the Date of Joining mentioned above, this offer shall automatically stand withdrawn, and shall cease to exist. The Company, may, at its sole discretion, extend the period in writing.

1. Location

You shall be based at Kolhapur and you shall report to your senior designated person assigned to you as your reporting authority and work under his/her guidance and supervision.

2. Transfer

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 services are transferable with or without any prior notice or reasons, at the sole discretion of the Company, to any department or to any Office, Branch, Division of this Company or in any subsidiary of this Company or a group or affiliate Company or your services may be seconded/deputed to any other Company or any other place where work of the Company is carried out, as may be necessary. In the event of your transfer, the terms and conditions of employment 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.

3. Compensation Package

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

4. Bonus, Variable Pay/or Performance Bonus & Annual Increment

'Bonus' indicates 'statutory bonus' which will be paid to you basis your eligibility in accordance with the provisions of the Payment of Bonus Act and the process and policies of the company as amended from time to time.

Variable pay or performance bonus and annual increment are paid to you subject to the applicable process and policies of the company from time to time. The payment of Variable pay or performance bonus or increment shall be subject to you being on the rolls of the company on the date of disbursement of the same and subject to your performance and the performance of the company during the period as decided by the company in its sole discretion from time to time. Subject to as stated above, if your date of joining is after

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

the first working day of October of the calendar year you shall not be eligible for any performance bonus or any increment either in full or in part during the relevant financial year. Subject to as stated above, if your date of joining is on or before the first working day of October of the calendar year you shall be eligible for the performance bonus and increment on a prorata basis.

If your nature of job prescribes for any adhoc / special increment as per the process and policies of the company, you shall not be eligible for any annual increment. If your nature of job prescribes for sales incentive as per the process and policies of the company, you shall not be eligible for any variable pay/performance bonus.

5. Job Description

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company, 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.

6. Medical Fitness

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

7. Background Checks

Your appointment is made relying upon the information furnished and representation made by you from time to time. The Company and any of its employees/representatives and/or officials shall be entitled to conduct reference and background check from all the requisite sources including all your previous employer/s or references given by you and if not found suitable or any discrepancy is noted in regards to you or any of the statements, declarations or disclosures made by you the Company shall have full right and authority to terminate your services and take such further action as deemed necessary in the interest of the Company.

8. Retirement

The normal age of your retirement shall be 60 years and accordingly it is the condition of employment that you will automatically retire (superannuate) on attaining the age of 60 years and no further notice whatsoever to you will be necessary in this regard.

9. Leave

You will be entitled for leave and paid holidays as per the policy of the Company as presently applicable and/or as may be modified from time to time.

10. 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 compensation 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.

You shall at all times comply with the terms and conditions as laid down in Insurance Act, 1938, and observe the rules, regulations, circulars, code of conduct, etc. laid down by Insurance Regulatory and Development Authority of India (IRDAI) from time to time.

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

11. Termination

a) It is understood and agreed that this engagement may be terminated anytime, by either party by giving to the other at any time, notice in writing for the period based on your Grade at the time of termination, as notice period defined below:

L1 Grade & below: 1 (one) month

L2 Grade & above: 3 (three) months

The termination shall take effect at the end of such notice period. Termination with immediate effect, may be made by the company by paying you an amount equivalent to Gross Salary in lieu of notice mentioned above.

b) If you resign from the services of the company, the company may choose to, in its sole discretion, to relieve you immediately or on any date within your notice period or may require you to serve the notice period either in full or in part, with or without any pay in lieu of notice.

c) You understand and acknowledge that your notice period could be changed at any time during the course of your employment on account of change in your role/level/designation etc.

d) At the sole discretion of the Company your services are liable to be terminated without any notice or salary in lieu thereof in the event of any breach of the terms and conditions of this letter and the annexure thereto, including refusal of Transfer or nonfeasance or acts against the interest of the company or you being involved in violation of any of the Company's Rules, Policies, Service Regulations, Code of Conduct, or any offence which may or may not be directly connected with the business of the Company and for such act the Company shall not be held liable under any circumstances and provision. The Company shall also be entitled to terminate your services with immediate effect in the event any of your actions/inactions including through the digital platform bringing bad name and/or disrepute to the Company.

12. Code of Conduct, and Rules/ Regulations/Polices of the Company

You shall at all times during your tenure with the Company, comply with the service regulations, code of conduct and all the policies, process, regulations, guidelines etc. issued by the Company, presently applicable to the employees of Bajaj Allianz Life Insurance Company Limited, and as amended or communicated from time to time.

13. Relationship with Directors

You will declare your relationship, if any, with any of the Directors of the Company 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 you becoming so.

14. Confidential Information

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, services 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.

You hereby agree that you will not, at any time during or after your employment 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.

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

Unauthorized Disclosure and use of confidential information constitutes a serious misconduct and 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 be 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.

15. Intellectual Property

All works developed by you during the course of your employment 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 compensation 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.

16. Proprietary Rights

Any product including but not limited to all information, reports, studies, software (including source codes, object codes and executable), flow charts, diagrams and other tangible and intangible material of any nature whatsoever produced by or as a result of any of the services rendered by you shall be the sole and exclusive property of the Company. In furtherance thereof, you hereby irrevocably grant, assign, transfer to the Company all rights, title and interest of any kind, in and to any such product" produced by you, severally or individually, whilst in employment with the Company. After the determination of your services, you shall not be entitled to make any use of any of the said materials except as may be expressly permitted in writing by the Company.

17. Advertisement

You shall not use or caused to be used the name and/or trademark/logo of the Company, its group companies, subsidiaries or associates in any sales or marketing publication or advertisement, or in any other manner whatsoever without prior written consent of Company."

During the tenure of your service and after determination thereof, you shall not publish or cause to be published in any media, print, web or electronic, any advertisement concerning the Company or its products

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customer@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

without the prior written approval of the Company and further such matter to be published or caused to be published in any media, print or electronic shall be pre-approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. Any such matter to be published or caused to be published in any type of media whatsoever or any such circular or note concerning the Company shall comply with the IRDAI (Insurance Regulatory and Development Authority of India) Regulations, 2000 and the IRDAI (Insurance Regulatory and Development Authority of India) (Amendment) Regulations, 2015 and any amendments thereof. If any law suit or action shall be brought against the Company as a consequence of any unauthorized action or publication or statement of yours or the representatives in any media, print or electronic or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

18. 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, during your service tenure and after determination of your services. Such indemnity shall not prejudice the right of the Company to terminate your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss, damage.

19. 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 and shall surrender or dispose of all the assets of the company, if any, in your possession or control as may be instructed by the company in writing.

The Company at all times reserves the rights to have a lien over the dues payable to you for recovery/set off of assets/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 or assets of the company are surrendered /disposed of as above, even if you have been relieved from the service of the Company. In the event of your leaving the employment 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 initiate appropriate remedial proceedings including but not limited to the recovery of outstanding amounts.

20. Amendment

Unless otherwise decided by the company expressly, this Agreement shall only be modified or amended only by an instrument in writing duly issued by the Company.

21. 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.

22. Governing Laws & Jurisdiction

The provisions of this Agreement shall be governed by and construed in accordance with Indian law. Any dispute, controversy or claims arising out of or relating to this Agreement, shall be under the exclusive jurisdiction of the courts located at Pune.

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

23. Department Specific Terms and Conditions

You shall be governed by the norms, terms and conditions, as per your job requirements, if any as mentioned in Annexures, annexed hereto, and the same shall be deemed to be an integral part of this agreement.

24. Anti-Bribery Undertakings

During the course of your employment with the Company, you shall not commit, authorize or permit any action which would cause the Company and/or the Company's affiliates to be in violation of any applicable anti-bribery laws or regulations and the internal policy of the Company on corruption and bribery. This obligation applies in particular to illegitimate payments to government officials, representatives of public authorities or their associates, third parties, families or close friends to any other entity or individual including yourself.

You hereby agree and undertake that you shall neither offer or give, or agree to give, to any employee, representative or third party nor accept, or agree to accept from any employee, representative or third party any gift or benefit or consideration of any kind as an inducement or reward for doing or refraining from doing or having done or refrained from doing, any act, or for showing or refraining from showing favour or disfavour to the Company, be it monetary or otherwise, which the recipient is not legally entitled to receive.

You hereby agree and undertake that you shall promptly notify the Company, if you become aware of or have specific suspicion of any corruption and bribery with regard to any such activity. In case any prohibited payments or gifts are made or received by you, as stated herein above, or if the Company has reasonable cause to believe that such payments or gifts have been or are being made, the Company may terminate your employment with immediate effect.

25. Litigation and Court Cases

During and after the severance of employment with the Company, for any reasons, if required by the Company, you shall be required to file an affidavit in the Court of Law, deposing the facts and circumstances, of a case at hand. Further you shall appear and depose on behalf of the Company, in any Court of Law or Authority, if so desired by the Company.

All costs and expenses incurred in any travel for any court case(s) shall be subject to prior approval of the Company in writing and shall be reimbursed to you on case to case basis.

26. Exclusive employment, Non-Compete and Non-Solicitation

(a) You hereby agree and undertake that during the period of your employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and/ or entered into any arrangement in the nature of a Garden Leave with you, you shall not engage in any other employment, trade, business or profession or work as an employee, consultant or in any other capacity, directly or indirectly, for or with any other person or entity.

(b) You hereby agree and undertake that during the period of employment with the Company including any notice period even though the Company may have paid salary to you in lieu of the notice period and/ or entered into any arrangement in the nature of a Garden Leave with you and for a period of one (1) year from the date you have ceased to be in employment with the Company, you shall not:

(i) Attempt to directly, indirectly or in any other manner whatsoever, whether for profit or otherwise, solicit or persuade any person who is a client/ customer of the Company to cease doing business with the Company, or to reduce the amount of business which any such client/ customer has customarily done or might propose

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

doing with the Company, whether or not the relationship between the Company and such client/ customer was originally established in whole or in part through your efforts; and

(ii) Employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company or any Bajaj Finserv Group of Companies, on the date of cessation of your employment, or was in the employment of the Company or any Bajaj Finserv Group of Companies at any time in the preceding twelve (12) months preceding your date of cessation of employment.

27. Interpretation, Miscellaneous & Residuary

Notwithstanding anything contained herein the company reserves its absolute rights at its sole discretion to render interpretation of any of the clauses contained herein or to provide clarity to any of the verbiage or nomenclature or whatsoever as it may deem fit and proper. The decision of the company in this regard shall be final and binding.

28. Other Terms and Conditions

During your employment, you will be subject to the service rules and regulations applicable from time to time. The terms and conditions contained herein, and of the Annexure hereto 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 employment.

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.

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, consultant, servant or otherwise in any other business, trade, occupation or profession whatsoever. You will devote your whole time and attention to your duties with Bajaj Allianz Life Insurance Company OR the Company.

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

You shall not appoint or cause to appoint any of your direct or indirect relatives as insurance consultants for the Company or on any other designation under your organization without taking prior written consent for the Head-HR and Head of your Department.

You shall not communicate in writing to any client or prospective client on any product features or illustrative returns on investment in any product other than the ones published in the Company's product brochures or product circular without the prior written approval and authority of the Company and further such matter to be communicated shall be approved in writing by the Company. You shall not distribute any circular or writing concerning the Company without the prior written approval of the Company. You shall not give guarantees, written or oral, on behalf of the Company with regard to the prospective performance of any of the products of the Company. If any claim shall be brought against the Company as a consequence of any unauthorized action or communication or statement of yours or in any other form or for such action caused by you, strict action shall be taken against you including recovery of all costs, loss or damages arising therefrom.

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

You shall maintain and ensure maintenance of such records and registers as may be specified by the Company, from time to time, which are necessary for achievement of your targets and improving your productivity.

You shall not do anything or cause to do anything, which shall bring dishonor and/or disrepute to the Company 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 Company the details thereof.

You shall not at any time use your association with the Company to gain unfair advantage for personal purposes.

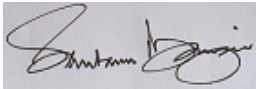
Upon your joining duties and giving an acknowledgement of acceptance of this letter of offer, the letter shall be deemed to be your Appointment Letter. Please sign and return a copy of this communication and Annexure(s) in acknowledgement of receipt and acceptance of the terms and conditions of this contract.

Please read the notes/ instruction mentioned in the attached annexure including your entitlement sheet.

The attached annexures are an integral part of this Offer Letter and shall be read accordingly unless altered/changed/modified by the Company.

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 Life Insurance Company Ltd.



Santanu Banerjee

Chief Human Resources Officer

Acknowledgement and Acceptance

I have gone through all the terms and conditions mentioned in this Offer Letter/Appointment Letter, and all the Annexures hereto. 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: _____

Date: ____dd)/____(mm)/____(yyyy)

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

ANNEXURE A**COMPENSATION ENTITLEMENT SHEET**

Date: January 22, 2021

Name:	Meghana Chopade		
Department:	Agency Sales		
Position Description:	Sales Manager		
Internal Designation:	Sales Manager		
Grade:	STM		
Location Code:	Kolhapur	Location:	Kolhapur
S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	6,500.00	78,000.00
2	Minimum HRA	1,200.00	14,400.00
3	Conveyance Allowance	2,000.00	24,000.00
4	Telephone Allowance	2,000.00	24,000.00
5	Statutory Bonus	1,300.00	15,600.00
6	Flexible Benefits	5,907.00	70,884.00
7	Company's Provident fund contribution	1,800.00	21,600.00
8	Gratuity as per the Act	313.00	3,756.00
	Total Fixed	21,020.00	252,240.00
9	Total Cost to Company		252,240.00

Flexible Benefits:

1. Children's Hostel Allowance - Rs. 300 per month per child up to a maximum of two children.
2. Children's Education Allowance - Rs. 100 per month per child up to a maximum of two children.
3. Leave Travel Allowance (L2A & Above) – For L2A Rs. 15,000 per annum and L3B and above up to the FBP balance amount limit.
4. National Pension Scheme (L2B & Above) - up to 10% of monthly basic salary.
5. Company Car (L3B & above) - One, can participate in the company car scheme, as applicable to the grade, part of the flexible benefit plan will be assigned toward the scheme, if one opts for a car under the scheme.
6. Superannuation (L4B & above) - 15% of Basic.

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customer@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

Other Benefits:

1. The employee is covered under a Group Term Life Policy (GTL) during the tenure of employment & benefit given under GTL is as per company policy. In addition to this, in case of accidental death the legal heir/nominee would be entitled to an additional death benefit.
2. Employees are covered under a Group Personal Accident (GPA) policy in the event of Permanent total disability/Permanent partial disability and Temporary Disability, arising out of an accident event. The sum assured under the GPA policy is as per company policy. This policy does not cover accidental death.
3. The employee and family members can avail Group Mediclaim (Hospitalization) Insurance facility. Employee is required to enter the choice of coverage (Sum assured & Number of family members). Default coverage of Rs. 2 Lakh will be provided by the company to the employee.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.
7. 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 statutes. 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 Annexure to Appointment Letter.
8. Relocation benefits as per company relocation policy.
9. Perquisite as defined in income tax rule (included but not limited to advance against house deposit; Guest House/Hotel stay) shall be added to the taxable income for tax computation in accordance with the income tax act.

You are directed to report for duties on __/06/2020 (dd/mm/yyyy). However, owing to the advent of COVID -19 and the ongoing epidemic, the date of reporting is tentative and may vary, subject to the restrictions/precautionary measures undertaken by the Government of India and respective State Government in order to contain the spread of COVID-19. We shall inform you in advance if the date of reporting indicated above is changed.

Annexure "S"**BAJAJ ALLIANZ LIFE INSURANCE COMPANY LIMITED****INFORMATION ON SALARY PROCESS OF THE COMPANY**

As per the Company Policies and Procedures, the Salary paid is calculated on the basis of the attendance for the current month i.e. 1st of the current month till 30th of the current month. Salary will be processed on the basis of SuccessFactors (b1) attendance only

In the first month, New Joinee will get salary from the 1st to 30th of the month from his Date of Joining.

Employees whose joining compliances are completed (Employee code generated) on or after 20th of the current month salary will be paid in the subsequent month as Arrears..

The attendance period shall be inclusive of Sundays and Company declared Holidays.

For Example:

1. If an employee joins on the 10th day of August, he shall be receiving salary from 10th of August till 30th of August, for all days, in which he has marked attendance.
2. If an employee joins on the 20th day of August, he shall be receiving salary from 20th of August of previous month till 30th of September, in the month of September, as per the attendance.

To register your daily attendance, please ensure to log-in your attendance on SuccessFactors (b1) on daily basis. Also ensure to regularize your absent days / Leave Days before 18th of every month to avoid the salary deduction.

PAN No. & Bank Account Details Submission:

1. BANK & PAN Details updated only on b1 will be considered for Salary Payment. Please ensure to update correct PAN No. & Bank details on b1. We will consider it for salary pay-out

Path for updation of PAN/Bank details:

Login to B1 --> My Profile --> Bank Detail

2. Post Joining you have to open your Salary Account with the following banks, if you already have the active bank account with the below banks, the said account can be continued for salary Payments

- a) Axis Bank
- b) Bandhan Bank

3. Ensure that the name provided to company matches with the Bank record.
4. Also ensure that your salary account is activated before updating details on b1
5. Salary will be put on hold if PAN is not submitted within 90 days or if Bank Account no. is not submitted within 45 days of Date of Joining.
6. Salary hold for non-submission of PAN & Bank will be released by 8th of every month, if details submitted before 6th.

For New Joinee; if bank account is not updated on SuccessFactors, the first month salary will be Kept on hold and will be subsequently released in next pay-out cycle, post bank account details update in b1

Signature: _____

Name of the employee: _____

Designation: _____

Location: _____

Date: ____ (dd) / ____ (mm) / ____ (yyyy)

282604/114010/Meghana Sanjay Chopade/16073

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel (+91-20-66026777 | Fax (+91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

CHECKLIST FOR EMPLOYEE CODE GENERATION-JOINING CHECKLIST 2 (JC2)**1. Duly Filled Joining Information Report (JIR)****2. Signed Acceptance Copy of Appointment Letter****3. Highest attained Education proof****4. Documents from previous Organisation:**Relieving Letter **OR**Resignation acceptance letter with company seal **OR**Full and Final Document with company seal **OR**

Resignation acceptance e-mail copy from official email id

5. If self employedIncome Tax Return Copy **OR**

Self Declaration

6. If on Contract/Commission Basis/Agent/Advisor/ConsultantProvide Resignation /Relieving letter mentioning that the candidate is no more associated with that company **OR**

Any other official document mentioning that the candidate is no longer associated with the company

7. Permanent address proof (any one of the below)

Passport

Pan Card

Voter's Identity Card issued by Election Commission of India

Driving License

Ration Card

Aadhaar Card

Electricity Bill

BSNL Bill

House Rent Agreement or House Registration

8. Current Address Proof (Original)**9. Three passport sized photographs**



APPT/SLKGLOBAL/2020

9 Oct 2020

Candidate Name: Umesh Mohite

Address: - 2402/6, A ward, 2 floor to PMC bank and Gandhi maidan, shivaji peth, Kolhapur 416012

Dear Umesh,

Congratulations! We have pleasure in offering you the position of **"Associate Team Member"**.

You will be paid **Monthly Gross Salary of Rs. 14,740/-**. Please report to work on or before **9 Oct 2020**, at **10:30 AM** along with the documents/items listed in the Annexure. This offer of employment is subject to background verification, antecedents and testimonials. You will be required to undergo training and the company will conduct regular performance evaluation.

You are initially appointed on a six monthly probation period. The Company reserves the right to extend the probation period at its sole discretion. Your services shall be deemed to be on probation until you receive a formal confirmation in writing. The Company reserves the right to terminate employment if your performance is not found to be satisfactory during the Probation period.

Your appointment is subject to you being found medically fit by the designated medical officer of the company. To this extent you will be required to undergo certain medical and drug (applicable only for Banking services employees) tests at the laboratory identified in the attached reference letter. Please contact the laboratory directly to fix up an appointment to ensure the reports reach us by **9 Oct 2020**.

This offer of employment is valid up to **9 Oct 2020**, beyond which this will be treated as cancelled.

You will be given a detailed appointment order upon joining the company and completing required joining formalities.

We welcome you to join the team envisioning to excel!

Yours sincerely,

Nitin R Patil

(Authorized Signatory)

Annexure

- Salary break-up sheet
- Documents/things required at the time of joining SLK Global Solutions Pvt Ltd
- Referral letter for medical tests

I agree & accept the terms and conditions of employment as mentioned above and will join on_____.

Name: _____ Signature: _____

Address: _____ Phone: _____

_____ PIN: _____ Date: _____

Regd. Office: SLK Green Park, 3rd & 4th Floors, Tower B, Amin Properties LLP SEZ, Sy. Nos. 19.20, 20/1, Pujanahalli Village, Devanahalli Taluk, Bangalore Rural- 562110

Candidate Name: Umesh Mohite		
Designation: Associate Team Member	Grade: T2	

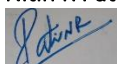
	Monthly	Annually
COST TO COMPANY	18,337	220,044
A. Fixed Salary		
Basic	11,792	141,504
House Rent Allowance	590	7,075
Statutory Bonus	2,358	28,301
Other Allowance	-	-
Fixed Gross - Total (A)	14,740	176,880
B. Variable Allowance		
Night Shift Allowance *		13,200
Total (A+B)	-	190,080
C. Statutory & Other Benefits		
Company contribution to Provident Fund		16,980
Company Contribution to ESIC		6,178
Company contribution to Gratuity Fund		6,806
Group Mediclaim Insurance		-
COST TO COMPANY (CTC : A+B+C)	18,337	220,044
Employee Payroll Deductions		
Employee contribution to Provident Fund	1,415	16,980
Employee contribution to ESIC	111	1,327
Professional Tax	200	2,400
TOTAL DEDUCTIONS	1,726	20,707
PROJECTED NET SALARY (Subject to Income Tax)	13,014	156,173

Note: Income Tax will be deducted at source as applicable.

Company has the right to change or modify any of the policies as and when.

For SLK Global Solutions Pvt. Ltd.

Nitin R Patil



(Authorized Signatory)

Declaration:-

I hereby declare that I've read and understood the salary components, benefits, annual appraisal cycle and all the other components related to my employment in this organization.

Name:

Signature:

Date

Medical Letter

9 Oct 2020

Aditya Laboratory & Research Center,

Thakur Complex,

Near Railway Gate No.1

Skye's Extension,

Kolhapur – 416 001.

Phone No. 0231 - 2524084

Dear Sir,

Mr/ Miss. Umesh Mohite will be visiting you for undergoing the following tests:

1. Hemoglobin – TC – DC – ESR
2. Fasting Blood Sugar
3. Urine Routine Examination
4. Medical Examination by the Physician
5. Blood Group Test

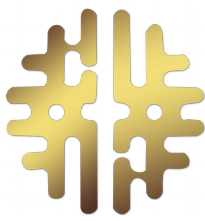
Kindly complete the above tests and send the reports directly to SLK Global Solution Private Limited, Survey Number 156/1A, Old Pune- Bangalore Road, Village – Ujalaiwadi Taluka – Karveer, District – Kolhapur State MAHARASHTRA, within two days of completing the tests.

The cost of the tests will be borne by SLK Global Solution Private Limited., Kindly invoice us for the same for payment.

Yours Faithfully,

A handwritten signature in blue ink, appearing to read 'Nitin R Patil', on a light blue rectangular background.

Nitin R Patil
(Authorized Signatory)



ReapMind Innovations Pvt. Ltd.

Kolhapur | Minnesota (USA)

Date 09th- December 2020

Name: ReapMind Innovations Private Limited
1142/A/2, 401, 4th Floor, Business Hub, Sykes Extension,
Kolhapur, Maharashtra
416001

RE: LETTER OF OFFER OF EMPLOYMENT – Jr. Android Developer

Dear *Mr. Ruturaj Chavan*

Following our recent discussions, we are delighted to offer you the position of *Jr. Android Developer* with *Our Organization*. *Our Organization* is *one of the highly skilled service providers in the IT industry with expertise into various IT domains*. If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality output and results that exceed management's expectations. Overall, you are expected to execute complex Android development including backend in PHP and Frontend for our products and services as required by our management and clients.

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

Title: Jr. Android Developer

Job description: The job profile will involve complex android development as per our client requirements.

Expected Start date: 09th *December 2020*.

Take away home Stipend during Probation period (4 months) : *8,000 INR / Month*

Take away home Salary post probation period: *10,000 INR / Month*

Reporting relationship: *Mr. Amol Magdum, Miss Nida Sheikh, Mr. Jaid Attar,*

Vacation: *At our organization, you will be allowed to take a maximum 2 days of personal leave with at least 3 days of prior notice and a formal (Email) approval from the management. Post these 2 days, each day will be considered as paid leave with respect to your per day salary amount.*

Notice Period: This arrangement may be terminated by either party upon notice in writing to either party with notice period of 2 months.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,

*Aroof Shaikh
CEO/ Director
ReapMind Innovations Pvt. Ltd.*

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

Name

Date





Tata AIG General Insurance Company Limited

Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

27 August 2021

Miss. Poonam Patil
Mangeshwar colony unchgaon kolhapur 416005
Mangeshwar colony
Kolhapur, Maharashtra - 416005
India

Dear Poonam,

Subject: Offer Proposal

We, Tata AIG General Insurance Company Limited are pleased to extend you an offer proposal for the position of **Channel Sales Manager - Agency Health** at **Band 1** in **Agency Health** department.

Your initial place of posting would be **Kolhapur**. The Company reserve right to transfer you to any location / department and / or job role in India or abroad in the future, as maybe required for the Company's business requirement.

Your annual Cost to Company will be Rs. **300,000.00** per annum. The compensation details are detailed in the 'Annexure' to this offer letter. You will be eligible for performance bonus / incentives as per the Company's policies from time to time.

This offer letter is contingent upon the successful completion of health declaration and background verification that may be conducted by the Company or any other external agency authorized to conduct the same. By accepting this offer letter, you hereby give your unconditional consent to the Company or any third party appointed / nominated by the Company to conduct background verification including but not limited to current and past employers, criminal conviction records, university / school / college records, professional and personal references and other verifying sources / authorities.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter and join us latest on or before **22 September 2021**, beyond which the offer and this offer letter would stand withdrawn, unless a new date is by the Company in writing.

A detailed appointment letter will be issued to you upon joining and completion of requisite documents submitted by you or as may be required by the Company.

Yours Sincerely,

For Tata AIG General Insurance Company Limited

Jitesh Bawa

Chief Human Resource Officer

tataaig.com



think ahead

Name	Poonam Patil
Designation	Channel Sales Manager - Agency Health
Band	Band 1
Location	Kolhapur
Department	Agency Health

Component	Per Annum (Rs.)
Basic Salary	126,000.00
House Rent Allowance (HRA)	6,300.00
Statutory Bonus	12,000.00
Supplementary Allowance	128,039.00
Statutory Benefits	
Provident Fund (Employer Contribution)	21,600.00
Gratuity	6,061.00
Total Fixed Pay	300,000.00

#Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

*Note-All of the Above Payments would be subject to tax and other deductions as per norms

Guidelines for Supplementary Allowance:

a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non-taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs. 2 Lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lakhs whichever is lower.
Other Benefits*	Cover
Group Mediciam Insurance cover	Self, Spouse and 2 dependent children on a family floater basis.
Group Term Life Insurance cover	Two times of Annual fixed compensation less retirals or Rs.10,00,000 whichever is higher. (Retirals includes PF and Gratuity)
Group Personal Accident Insurance cover	Applicable as per the company policy.
Voluntary Parents Mediciam Policy	An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.

* Please refer the Individual Policy Documents for more details

tataaig.com



think ahead

January 13, 2020

Mr. Pawan Koli,

Dear Pawan,

We are pleased to offer you the position of **Relationship Management - Associate** with Jain Sons Finlease Limited (Intellegrow). The details of your job responsibilities will be communicated to you once you join.

Annexure-I provides an indicative breakup of your salary. You shall be starting on probation for 3 months which gets confirmed on satisfactory performance.

Your employment with us will be governed by our Terms and Conditions as detailed in the Employment Contract (which you are required to sign upon joining). You will also be governed by any rules, regulations, policies and practices of the Company, some of which may be amended from time to time.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below indicating your acceptance of our offer and mail a confirmation letter to us within two days, failing which this offer stands null and void.

We hope this is the beginning of a mutually beneficial relationship.

Sincerely,
For, **Jain Sons Finlease Ltd. (Intellegrow)**



Neelam Bharate
Head – Human Resources

Acceptance of Offer

I hereby accept the position and terms and conditions of employment offered.

Please sign and date your acceptance. _____.

JAIN SONS FINLEASE LIMITED

Registered Office & Corporate Office:
12B, 3rd Floor, Techniplex-II IT Park, Off. Veer Savarkar Flyover, Goregaon (West),
Mumbai – 400062, Maharashtra, India
Telephone: +91-22-6249 2700 ; Fax: +91-22-2649 2789
CIN No.: U65910MH1998PLC333546 ; RBI Reg. No.: B-09.00441
intellegrow.com

Annexure- I – Pawan Koli

Particulars	Rs.
Basic Salary	2,05,000
House Rent Allowance	1,02,500
Food Coupon	26,400
Special Allowance	76,100
Annual Fixed (A)	4,10,000
Annual Variable (B) – Performance linked	1,02,000
Telephone Reimbursements (C) – Actuals or the given amount whichever is lower	9,600
Travel Reimbursements (D) – Actuals or the given amount whichever is lower	60,000
Equivalent Amount of Medical Insurance Premium (E)	20,000
Total CTC (A+B+C+D+E)	6,01,600

The statutory taxes as applicable will be deducted from the above CTC, including but not limited to, professional tax, income tax, provident fund, labor welfare fund etc. Further, note that employee and employer provident fund deduction are included in the above-mentioned CTC.

Please note that you may/will be eligible for Food coupon and CTC reimbursements as per policy which can be optionally opted by you subsequent to joining.

Also, you will be eligible for retiral benefits like Gratuity besides the following Health Insurance Benefits as per company's norms:

Group Mediclaim Cover

All permanent members of the company, including their immediate family members (spouse, kids and dependent parents or parent in-laws) are covered under the Mediclaim Policy to which the Company subscribes. This covers hospitalization and associated surgery and pre-post hospitalization expenses up to a certain limit. The Sum Assured is INR 5 Lakhs.

Group Accident Cover

All permanent members of the company are covered under the Group Accident Policy to which the Company subscribes. The Sum Assured is up to INR 10 Lakhs.

Group Life Cover

All permanent members of the company are covered under the Group Life Insurance to which the Company subscribes. The Sum Assured is up to INR 50 Lakhs.

JAIN SONS FINLEASE LIMITED

Registered Office & Corporate Office:
 12B, 3rd Floor, Techniplex-II IT Park, Off. Veer Savarkar Flyover, Goregaon (West),
 Mumbai – 400062, Maharashtra, India
 Telephone: +91-22-6249 2700 ; Fax: +91-22-2649 2789
 CIN No.: U65910MH1998PLC333546 ; RBI Reg. No.: B-09.00441

intellegrow.com

March 28, 2020

Miss. Puja Sane

274/23 Sindhunagari,
Behind Vishvapandhari,
Oppo. Hockey Stadium Kolhapur,
Kolhapur - 416007

Dear **Miss. Puja Sane**,

Sub: Offer Proposal

We are pleased to extend you an offer proposal in our organization for the position of **Channel Sales Manager** in **HOM - Agency Health** department for **Kolhapur** location.

Your annual cost to company will be **Rs. 300000/- per annum**. The compensation details are detailed in the 'Annexure' to this letter. You will be eligible for performance bonus / incentives as per the Company's policy.

This offer is contingent upon the successful completion of Health Declaration & background verification conducted by the Company or any other external agency authorized to conduct the same.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing.

A detailed appointment will be issued to you post acceptance of offer proposal and submission of the requisite documents by you.

Yours sincerely,

For **Tata AIG General Insurance Company Ltd.**



Supreet Singh
Vice President & Head Corporate HR

Name	Puja Sane
Designation	Channel Sales Manager
Band	Band 1
Location	Kolhapur
Department	HOM - Agency Health

Component	Per Month (Rs.)	Per Annum (Rs.)
Basic Salary	10500	126000
House Rent Allowance	525	6300
Statutory Bonus	1000	12000
Flexi Allowance Plan (FAP)	10670	128039
Retirement Benefits		
Provident Fund		21600
Gratuity		6061
Annual Cost to Company		300000

*Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
HRA	Min 5% of Basic as per Minimum HRA Act & Maximum as per city limit mentioned in the IT Act
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs 2 lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lacs whichever is lower.
Other Benefits*	Cover
Group Mediciam Insurance cover: Hospitalization expenses shall be covered/ reimbursed for Self, Spouse and up to 2 dependent children on a family floater basis.	Applicable as per the company policy.
Group Life Insurance cover: In the unfortunate event of death on account of an accident or natural causes, an employee's nominee shall be eligible for an insurance cover. In addition, terminal illness benefits have been provided under this policy.	Two times of Annual CTC less retirals or Rs.1,000,000/- whichever is higher. (Retirals includes PF ,Gratuity & Superannuation)
Group Personal Accident Insurance cover: All employees are covered for 24 hours, worldwide under this policy. The policy covers an employee in the event of bodily injury due to an accident. The policy also covers temporary disability and permanent disability due to an accident.	Applicable as per the company policy.
Voluntary Parents Mediciam Policy: An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.	Applicable as per the company policy.

*** Please refer the Individual Policy Documents for more details**

Compensation revision will be effective April 2021, as per company policy.

Note:-All of the Above Payments would be subject to tax and other deductions as per norms.



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

Ref. Mail dated on 20/11/2020 regarding Selected Candidates

3 messages

Placement @ SIBER <cdc@siberindia.edu.in>
To: Mohnish Sharma <Mohnish_Sharma@ajg.com>

Sat, Nov 21, 2020 at 12:34 PM

Hi Sir,

Below are the final select candidates-

S.No	Name	Student Mobile	email	Designation
1	Aniket sanjay tambe	9921899915	anikett90@gmail.com	Accountant
2	Ashish Kumthekar	9096600587	akumthekar9@gmail.com	Process Assistant
3	Swarali H.Limaye	7558792261	limayeswarali4@gmail.com	Process Assistant
4	Yamini Waingankar	8668547960	yaminiwaingankar@gmail.com	Process Assistant

please keep updating us

Thanks and Regards,

With Thanks,

Dr. V. Ravi Kishore Kumar, Faculty Representative,
Career Development Centre,

Chhatrapati Shahu Institute of Business Education and Researchwww.siberindia.edu.inE-Mail: cdc@siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

Mohnish Sharma <Mohnish_Sharma@ajg.com>
To: "Placement @ SIBER" <cdc@siberindia.edu.in>
Cc: Shivani Harishchandre <Shivani_Harishchandre@ajg.com>, Manisha Miraje <Manisha_Miraje@ajg.com>

Mon, Nov 23, 2020 at 10:17 AM

Respected TPO,

Further to the discussion, request you to inform the selected students to be ready with the below mentioned documents as part of documentation process. I will soon revert to you on the joining date once I have a confirmation.

- 1) 10th Marks Card
- 2) 12th Marks Card
- 3) Degree – All Semester Marks card (Final semester – Online copy)
- 4) PAN Card
- 5) E-Adhaar Card

Kindly note, **E-Adhaar card is a mandatory document**. Please inform the student to download the same from the link (<https://uidai.gov.in/>) In case, if any student is unable to download from the link, request them to visit nearby Adhaar Enrollment Center and reapply for the same on immediate basis.

Also, please confirm if the college would be sharing the degree marks cards and convocation/ passing degree certificate of all the student's directly with us.

Thank you!

Thanks & Regards,

Mohnish Sharma

Team Manager – Human resource | Gallagher Service Center LLP

3rd Floor, Delta 2, Gigaspace | [Viman Nagar](#) | [Pune 411014](#)
Mobile:9518345796,Ext-52049,Mail-Mohnish_sharma@ajg.com



Gallagher

Insurance | Risk Management | Consulting

From: Placement @ SIBER <cdc@siberindia.edu.in>
Sent: Saturday, November 21, 2020 12:34 PM
To: Mohnish Sharma <Mohnish_Sharma@ajg.com>
Subject: Ref. Mail dated on 20/11/2020 regarding Selected Candidates

[EXTERNAL]

[Quoted text hidden]

Placement @ SIBER <cdc@siberindia.edu.in> Mon, Nov 23, 2020 at 10:19 AM
To: Mohnish Sharma <Mohnish_Sharma@ajg.com>
Cc: Shivani Harishchandre <Shivani_Harishchandre@ajg.com>, Manisha Miraje <Manisha_Miraje@ajg.com>

Namaste,
Received your mail. And will start the process.
Thanks & Regards
[Quoted text hidden]

2 attachments

image001.gif
7K



Insurance | Risk Management | Consulting



Insurance | Risk Management | Consulting

image001.gif
7K



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

Regarding students selected in ICICI Prudential

2 messages

Shreya Bramhe <shreya.bramhe97@gmail.com>

Tue, Feb 25, 2020 at 7:22 PM

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

Cc: Surya Yamujala /HR WE/ICICIPRU/Pune <surya.yamujala@iciciprulife.com>

Dear Sir,

Greetings!

We are glad to inform you that we have selected the following students:

Sr. No	Candidate Name	College Name
1	Poonam Ashok	CSIBER
2	Rama Kankekar	CSIBER
3	Mayur Shinde	CSIBER
4	Shrenik Suhas	CSIBER
5	Supriya Patil	CSIBER
6	Sanket Sadgar	CSIBER
7	Rushikesh Koli	CSIBER
8	Vaihav Gholkar	CSIBER
9	Pritam Tate	CSIBER
10	Sanket Jamadade	CSIBER
11	Snehal Dongale	CSIBER
12	Sahil Patel	CSIBER
13	Onkar Chavan	CSIBER
14	Rutuja Lambe	CSIBER
15	Pradnya Patil	CSIBER
16	nikita Patil	CSIBER
17	Manoj Gavali	CSIBER
18	Sameer Desai	CSIBER
19	Ashish Shinde	CSIBER
20	Santosh Pandit	CSIBER
21	Amar Arage	CSIBER
22	Adinath Shenekar	CSIBER

Regards,
Shreya Bramhe
HR Team
ICICI Prudential Life Insurance

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

Wed, Feb 26, 2020 at 9:48 AM

To: Shreya Bramhe <shreya.bramhe97@gmail.com>, svravan@siberindia.edu.in

Cc: Surya Yamujala /HR WE/ICICIPRU/Pune <surya.yamujala@iciciprulife.com>

Good morning Shreya.

Thanks for the list. I have copied Dr. Ravan sir (TPO for ICICI-Pru + ICICI Bank). He will help you in next steps as well.

With Thanks,

Career Development Centre,

Chhatrapati Shahu Institute of Business Education and Research

(www.siberindia.edu.in)

E-Mail: cdc@siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]

31st July 2020

Snehal Sarjerao Dongale
1042K Plot No. A15 Majgaonkar Nagar,
Near Kanerkar Nagar, A Ward Kolhapur.
Mobile No: +91-8796471030

Sub: OFFER LETTER

Dear **Snehal**,

This is with reference to our discussion for employment and the subsequent Interviews you had with us. We have pleasure in informing you that you have been selected for the position of **"Sales Executive- QuickBooks"** in our company.

Before finalizing the appointment letter we would like you to submit the following documents for verification and safe custody during your employment and also provide two references.

1. Relieving Letter, if previously employed
2. Last Pay Slip or Salary Certificate
3. Graduation Certificates
4. Post-Graduation Certificates (if any)
5. 10th Std. Marks Card (age proof)
6. 2 passport size color photos
7. PAN & PF Numbers (if any)
8. Photocopy of your passport (if any)

In the event of your failure to provide all the above mentioned documents for verification and records within a period of **Seven days** from the date of offer letter, the company reserves the right to withdraw the offer, as per the policy of the company.

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

DS


DS


You will be issued an appointment letter subject to your acceptance of the Offer Letter. You will be paid an annual CTC remuneration of **Rs. 1,27,200/- (Rupees One Lac Twenty-Seven Thousand Two Hundred Only)** including employee & employer contribution to provident fund, subject to statutory deductions as applicable, the details are enclosed in the Annexure-A.

Your date of reporting will be on or before **4th August 2020**. Your period of probation shall be for six months from the date of your reporting for duty. You will be administratively & technically reporting to **Kolhapur Office** and respective Managers across locations, which will be advised periodically. You will be immediately required to be working in our **Kolhapur office**, however, subject to any change at a later date if required.

Termination and Cancellation:

- During the first 3 months, company can cancel the engagement with a prior notice of two weeks, in writing and after 3 months' company can cancel with a prior notice of four weeks, in writing.
- Employee can cancel the engagement with a prior notice of Twelve weeks, in writing.

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

We hope to have you join us and trust you will have many mutually beneficial years of service with tCognition Consultancy Pvt Ltd.

Yours truly,

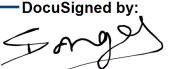
For tCognition Consultancy Pvt Ltd.

DocuSigned by:

B68C2E552871406...
Kiran Jadhav
HR Manager

I have received an offer letter. I have read, understood and accept the above terms and conditions of employment.

Yours truly,

DocuSigned by:

878FC990337D4D4...

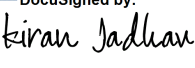
Employee Name: Sneha Dongale

Date: 7/31/2020

ANNEXURE – A**Strictly Confidential****Name: Snehal Sarjerao Dongale**

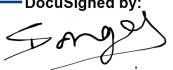
Salary Breakup			
I	Monthly Components	Monthly	Yearly
	Basic	5,000.00	60,000.00
	House Rent Allowance	2,500.00	30,000.00
	Conveyance Allowance	800.00	9,600.00
	Medical Allowance	625.00	7,500.00
	Special Allowance	1,000.00	12,000.00
	Other Allowance	75.00	900.00
	Others	-	-
	Monthly Total Gross	10,000.00	120,000.00
II	Annual Components		
	Co Provident Fund	600.00	7,200.00
	Total Cost to Company	10,600.00	127,200.00
III	Deductions		
	Professional Tax	-	-
	Employee ESIC	75.00	900.00
	Employee PF	600.00	7,200.00
	Employer PF	600.00	7,200.00
	TDS (At Actual)	-	-
	Total Deductions	1,275.00	15,300.00
IV	Net Salary	9,325.00	111,900.00

Total compensation as CTC per annum: Rs.1,27,200/-**Yours truly,****For tCognition Consultancy Pvt. Ltd.**

DocuSigned by:

 B68C2E552871406...
Kiran Jadhav
HR Manager

I have received an offer letter. I have read, understood and accept the above terms and conditions of employment.

Yours truly,

DocuSigned by:

 878FC990337D4D4...

Employee Name: sneha1 Dongale**Date: 7/31/2020**



Star Union Dai-ichi
Life Insurance

A joint venture of
  

Date: 22-01-2021

Name: **Snehal Dongale**

Add: **A-15, Kanerkar Nagar jawal, Majgonkar Nagar, Kolhapur City, Kolhapur, Maharashtra – 416012.**

Dear **Snehal,**

Offer Letter: Relationship Officer

With reference to your interview with us, we are pleased to offer you the position of **Relationship Officer in M11 – Associate**. You will be on probation for a period of six months. Your confirmation in the service of the Company will be subject to your successfully completing your probation.

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

Star Union Dai-ichi Life Insurance Company Limited

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

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

Email: customercare@sudlife.in | Website: www.sudlife.in | IRDAI Regn. No. 142 | CIN: U66010MH2007PLC174472

Trademark used under licence from respective owners.

We mean Life!



Star Union Dai-ichi
Life Insurance

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

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

In case of negative background verification, the company reserves the right to terminate your services and take such further action as deemed necessary in the interest of the company.

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

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

Please acknowledge the receipt of this offer by returning this duplicate copy within 2 days from the date of this letter, duly signed and stating your date of joining which should not be later than **31st January 2022.**

Yours faithfully,

S.D.

Authorized Signatory

I Snehal Dongale, have read the above terms and conditions and hereby accept the offer.

Expected Date of Joining: Signature:



Star Union Dai-ichi
Life Insurance

A joint venture of
  

MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SUD Life Insurance, I, **(Snehal Dongale)** declare that;

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

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

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

(Signature of the candidate)

Date:

Place:

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



Annexure B

ATTACHMENT TO OFFER LETTER

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

List of documents are as below

Identity Details (all mandatory)

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

Previous Employment Details

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

Education Details (all mandatory)

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

Other documents

Scan copy of cancelled cheque (*mandatory*)

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

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

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

Once you join us immediately open salary account with partner banks. And inform you're account no to HR at the earliest.

31st July 2020

TAHA M. MOMIN

**Om Datta Chile Park, Building No. H,
Flat No.604, Pratibha Nagar, Kolhapur.
Mobile No: +91- 8975115491**

Sub: OFFER LETTER

Dear **Taha**,

This is with reference to our discussion for employment and the subsequent Interviews you had with us. We have pleasure in informing you that you have been selected for the position of **"Sales Executive- QuickBooks"** in our company.

Before finalizing the appointment letter we would like you to submit the following documents for verification and safe custody during your employment and also provide two references.

1. Relieving Letter, if previously employed
2. Last Pay Slip or Salary Certificate
3. Graduation Certificates
4. Post-Graduation Certificates (if any)
5. 10th Std. Marks Card (age proof)
6. 2 passport size color photos
7. PAN & PF Numbers (if any)
8. Photocopy of your passport (if any)

In the event of your failure to provide all the above mentioned documents for verification and records within a period of **Seven days** from the date of offer letter, the company reserves the right to withdraw the offer, as per the policy of the company.

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

DS


DS




You will be issued an appointment letter subject to your acceptance of the Offer Letter. You will be paid an annual CTC remuneration of **Rs. 1,27,200/- (Rupees One Lac Twenty-Seven Thousand Two Hundred Only)** including employee & employer contribution to provident fund, subject to statutory deductions as applicable, the details are enclosed in the Annexure-A.

Your date of reporting will be on or before **4th August 2020**. Your period of probation shall be for six months from the date of your reporting for duty. You will be administratively & technically reporting to **Kolhapur Office** and respective Managers across locations, which will be advised periodically. You will be immediately required to be working in our **Kolhapur office**, however, subject to any change at a later date if required.

Termination and Cancellation:

- During the first 3 months, company can cancel the engagement with a prior notice of two weeks, in writing and after 3 months' company can cancel with a prior notice of four weeks, in writing.
- Employee can cancel the engagement with a prior notice of Twelve weeks, in writing.

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

We hope to have you join us and trust you will have many mutually beneficial years of service with tCognition Consultancy Pvt Ltd.

Yours truly,

For tCognition Consultancy Pvt Ltd.

DocuSigned by:

B68C2E552871406...
Kiran Jadhav
HR Manager

I have received an offer letter. I have read, understood and accept the above terms and conditions of employment.

Yours truly,

DocuSigned by:

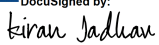
E992F855CBC146E...
Employee Name: Taha Momin

Date: 7/31/2020

ANNEXURE – A**Strictly Confidential****Name: TAHA M. MOMIN**

Salary Breakup			
I	Monthly Components	Monthly	Yearly
	Basic	5,000.00	60,000.00
	House Rent Allowance	2,500.00	30,000.00
	Conveyance Allowance	800.00	9,600.00
	Medical Allowance	625.00	7,500.00
	Special Allowance	1,000.00	12,000.00
	Other Allowance	75.00	900.00
	Others	-	-
	Monthly Total Gross	10,000.00	120,000.00
II	Annual Components		
	Co Provident Fund	600.00	7,200.00
	Total Cost to Company	10,600.00	127,200.00
III	Deductions		
	Professional Tax	-	-
	Employee ESIC	75.00	900.00
	Employee PF	600.00	7,200.00
	Employer PF	600.00	7,200.00
	TDS (At Actual)	-	-
	Total Deductions	1,275.00	15,300.00
IV	Net Salary	9,325.00	111,900.00

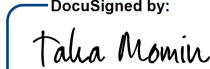
Total compensation as CTC per annum: Rs.1,27,200/-**Yours truly,****For tCognition Consultancy Pvt. Ltd.**

DocuSigned by:

 B68C2E552871406...

Kiran Jadhav**HR Manager**

I have received an offer letter. I have read, understood and accept the above terms and conditions of employment.

Yours truly,

DocuSigned by:

 E992F855C8BC146E...

Employee Name: Taha Momin**Date: 7/31/2020**



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

Campus Hire Update

3 messages

Desai, Shweta1 <Shweta.Desai@tataaig.com>

Tue, Apr 14, 2020 at 2:35 PM

To: "Placement @ SIBER" <cdc@siberindia.edu.in>, "Mr. Ravi Kishore Vadlamani" <kishorekumarvr@siberindia.edu.in>

Hi,

We hope you and your family members are keeping safe and taking all necessary precautions in the current scenario.

The outbreak of COVID-19 and its rapid spread across the globe has been a cause of serious concern. While the nation navigates the uncertainty associated with the pandemic and forced lockdowns, we are continuously monitoring the Covid-19 outbreak across the country and will accordingly be finalizing the joining dates of the students.

But, in order to do the same, we will need your assistance on the below points:

1. We will need the email id, contact details (phone no), base location (home town) and soft copy of the CV of all the students selected from your campus. Would be great if you could help us with the data by tomorrow EOD.
2. Update as soon as the exam dates for the students are finalized as we can only make them join once their exams are over
3. We have designed some domain related online courses for the students to help them prepare for their role. We will rolling out these courses to the students in the coming few days. We will be sharing more details around the same once we have email ids of all the students.

Look forward to your support

Thanks & Regards,

Shweta Desai

Human Resources

Tata AIG General Insurance Co. Ltd.
Peninsula Business Park, Tower A, 15th Floor,

G.K. Marg, Lower Parel, Mumbai, Maharashtra 400013

Mob no: 9136525048



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

Wed, Apr 15, 2020 at 1:09 PM

To: "Desai, Shweta1" <Shweta.Desai@tataaig.com>

Namaste Madam,
Hope every one are safe and doing great.

here are the details you mentioned in earlier mail.

S. No.	Name of the Student	Name of the Insitute	Subject Specialization	Mobile Number	Email	Home Town
1	Anagha Hemant Bhosale	CSIBER, Kolhapur	Finance and Marketing	7775976291	anaghabhosale307@gmail.com	Baramati
2	Puja Suhas Sane	CSIBER, Kolhapur	Marketing	9527253979	puja.sane96@gmail.com	Kolhapur
3	Ashish Somnath Shinde	CSIBER, Kolhapur	Marketing, Finance	9604499014	ashishshinde6997@gmail.com	Satara
4	Dhairyasheel Chougule	CSIBER, Kolhapur	Marketing	7030303939	dhairyasheelchougule@gmail.com	Kolhapur
5	Kaushal Kulkarni	VPIMSR, Sangli	Marketing HR	7507786300	kaushalkulkarni@outlook.com	Sangli

and CVs are attached herewith for your reference.

2. As you aware that, the lock down period is extended upto May 3, 2020 by the central government. once institute get reopens we will come to know exact schedule of the exams and result declaration. surely we will let you know about it.

3. requesting to share the material on our cdc email too for our reference.

With Thanks,

Dr. V. Ravi Kishore Kumar,
Career Development Centre,

Chhatrapati Shahu Institute of Business Education and Research (www.siberindia.edu.in)

E-Mail: cdc@siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]

4 attachments



Kaushal Kulkarni.docx
25K



Puja Sane.docx
34K



Ashish Shinde .docx
69K



Dhairyasheel Chougule.pdf
245K

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

To: "Desai, Shweta1" <Shweta.Desai@tataaig.com>

Wed, Apr 15, 2020 at 1:21 PM

[CV of anagha bhosale](#)

With Thanks,

Career Development Centre,

Chhatrapati Shahu Institute of Business Education and Research (www.siberindia.edu.in)

E-Mail: cdc@siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]



Anagha Bhosale.pdf
301K

January 13, 2020

Mr. Vaibhav Patil,

Dear Vaibhav,

We are pleased to offer you the position of **Relationship Management - Associate** with Jain Sons Finlease Limited (Intellegrow). The details of your job responsibilities will be communicated to you once you join.

Annexure-I provides an indicative breakup of your salary. You shall be starting on probation for 3 months which gets confirmed on satisfactory performance.

Your employment with us will be governed by our Terms and Conditions as detailed in the Employment Contract (which you are required to sign upon joining). You will also be governed by any rules, regulations, policies and practices of the Company, some of which may be amended from time to time.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below indicating your acceptance of our offer and mail a confirmation letter to us within two days, failing which this offer stands null and void.

We hope this is the beginning of a mutually beneficial relationship.

Sincerely,
For, **Jain Sons Finlease Ltd. (Intellegrow)**



Neelam Bharate
Head – Human Resources

Acceptance of Offer

I hereby accept the position and terms and conditions of employment offered.

Please sign and date your acceptance. _____.

Annexure- I – Vaibhav Patil

Particulars	Rs.
Basic Salary	2,05,000
House Rent Allowance	1,02,500
Food Coupon	26,400
Special Allowance	76,100
Annual Fixed (A)	4,10,000
Annual Variable (B) – Performance linked	1,02,000
Telephone Reimbursements (C) – Actuals or the given amount whichever is lower	9,600
Travel Reimbursements (D) – Actuals or the given amount whichever is lower	60,000
Equivalent Amount of Medical Insurance Premium (E)	20,000
Total CTC (A+B+C+D+E)	6,01,600

The statutory taxes as applicable will be deducted from the above CTC, including but not limited to, professional tax, income tax, provident fund, labor welfare fund etc. Further, note that employee and employer provident fund deduction are included in the above-mentioned CTC.

Please note that you may/will be eligible for Food coupon and CTC reimbursements as per policy which can be optionally opted by you subsequent to joining.

Also, you will be eligible for retiral benefits like Gratuity besides the following Health Insurance Benefits as per company's norms:

Group Mediclaim Cover

All permanent members of the company, including their immediate family members (spouse, kids and dependent parents or parent in-laws) are covered under the Mediclaim Policy to which the Company subscribes. This covers hospitalization and associated surgery and pre-post hospitalization expenses up to a certain limit. The Sum Assured is INR 5 Lakhs.

Group Accident Cover

All permanent members of the company are covered under the Group Accident Policy to which the Company subscribes. The Sum Assured is up to INR 10 Lakhs.

Group Life Cover

All permanent members of the company are covered under the Group Life Insurance to which the Company subscribes. The Sum Assured is up to INR 50 Lakhs.

JAIN SONS FINLEASE LIMITED

Registered Office & Corporate Office:
 12B, 3rd Floor, Techniplex-II IT Park, Off. Veer Savarkar Flyover, Goregaon (West),
 Mumbai – 400062, Maharashtra, India
 Telephone: +91-22-6249 2700 ; Fax: +91-22-2649 2789
 CIN No.: U65910MH1998PLC333546 ; RBI Reg. No.: B-09.00441



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

Confirmation of Candidates

2 messages

VitalUrology Basarge Hospital <basargehospital@gmail.com>
To: cdc@siberindia.edu.in, pgkale@siberindia.edu.in
Cc: Narendra Basarge <narendra.basarge@gmail.com>

Thu, Mar 12, 2020 at 11:39 AM

Thank you for taking time to meet at the campus drive held in your institution today. I appreciate your time and attention amidst the throng of students seeking jobs.

I am pleased to extend the following offer of employment to Mr.Gajare Ritesh Ramesh & Ms.Chopade Meghana Sanjay. We need some time to confirm more candidates for the position.

**Basargehospital**

urology hospital

A 521EKhanvilkar complex, Shahupuri ,Kolhapur.**P** 0231 266 1963 **E** basargehospital@gmail.com

Create your own [email signature](#)

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

Sat, Mar 14, 2020 at 10:42 AM

To: VitalUrology Basarge Hospital <basargehospital@gmail.com>

Cc: pgkale@siberindia.edu.in, Narendra Basarge <narendra.basarge@gmail.com>

Good morning, Dr. Basarge.

It was quite nice to host you and interact with you all. We thank you for conducting the drive and giving the opportunity to our students.

Please let us know, once the remaining names are finalized.

With Thanks,

Career Development Centre,

Chhatrapati Shahu Institute of Business Education and Research

(www.siberindia.edu.in)

E-Mail: cdc@siberindia.edu.in

Phone: 0231-2535706/07 | 7722036044

[Quoted text hidden]

Date: 2/24/2020

Appraisal Letter

To,

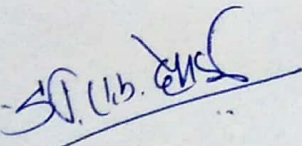
Miss Ankita Ghatge

Congratulations! We appreciate the efforts put in by you for the company.

After evaluating your performance now, the management is pleased to inform you that you are promoted to Paid Intern from Intern with effect from Feb 2020. Your paid internship will be of Rs 5000 per month.

After appraisal it is expected that you will contribute more diligently for company.

Thanking you,



Darshan Desai,
HR Manager

741/1, Plot No. 4, A Ward, Shrikrishna Colony, Near Sambhaji Nagar,
Kolhapur, Maharashtra, India-416012



Offer: Computer Consultancy
Ref: TCSL/DT20207300177/Pune
Date: 22/02/2021

Ms. Anveksha Ramchandra Sankpal
At-Pedrewadi, Post-Kowade, Tal-Ajara, Dist-Kolhapur, Pin-416503Ajara,
Ajara,
Kolhapur-416503,
Maharashtra.
Tel# -

Dear Anveksha Ramchandra Sankpal,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore / TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20207300177

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Program.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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



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

2. Higher Hospitalisation

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

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

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

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment,



business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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



13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

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

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.



19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep portal** as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card



20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job



rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Anveksha Ramchandra Sankpal
Designation	Assistant System Engineer-Trainee
Institute Name	Chh. Shahu Central Institute Of Business Education & Research, Kolhapur

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

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

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

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



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

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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

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

Date: 7/18/2022 3:52:43 AM

Subject: Photo from Shruti Pai Jamsandekar



13-JUN-2022

Letter Of Appointment

To,
Mr. Dadaso Sharad Patil
TCS - Pune

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/EP2022CN0433803/- Pune/1856012 dated 26-Apr-2022 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as Asst. Systems Engineer in Grade C1Y with effect from 13-JUN-2022.

Your Associate number is 107617.

I take this opportunity to extend you a warm welcome to the TCSL Family!

Yours sincerely,
For TATA Consultancy Services Limited

A handwritten signature in blue ink, appearing to read 'Girish V. Nandimath'.

GIRISH V NANDIMATH
Global Head - Talent Acquisition

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai 400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

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

TCS Private & Confidential

7/18/2022

Date: 26 November 2019

To,
Ms. Gautami Sunil Lavhate

Dear Gautami,

We are pleased to confirm our offer of employment to you as **Software Engineer Trainee** with **Xpertios Solutions** (herein after referred as "Company"). You are expected to join company on 02nd January 2020.

We urge you to know learn more about the company at our website **www.xpertiossolutions.com**. Please get back to us with your acceptance of this offer by email.

For Xpertios Solutions

A handwritten signature in blue ink, appearing to read 'Chetan', with a horizontal line underneath.

CHETAN SHINDE

Employment Terms and Conditions

Compensation

1. Fixed Compensation: You will be entitled to a fixed stipend of Rs 3000 per month during your training period.

2. Probation Period: You will have a training/probation period of 6 months after which Company may offer you the employment depending on your performance at the Company and your successful completion of passing of your degree/course.

You may be relieved of your duties with immediate effect during the probation period if your performance is found unsatisfactory. No notice period will be applicable in this case.

3. Bonus: You will be offered bonus every 6 months (Apr and Oct) depending on your and company performance.

General Company Policies

Working Hours—The regular working hours of the company is 9:30 AM to 6:30PM (Mon-Sat), employees working in client locations OR handling clients at other geographies will follow the respective working times. You may be required to work in different time zones based on company's business need.

Work Location—You will be based in **Pune** but the Company may require you to work at any of its locations and its subsidiary locations or on customer sites, within or outside India.

Annual Leave/Public Holidays —You will be eligible for 18 days of privileged leaves in addition to public holidays as per the company's published holiday calendar.

Company observes every Sunday as a weekly off.

Notice Period/Termination—Your services in this Company may be terminated by giving you 1 months notice in writing, or by paying you 1 month compensation in lieu thereof. You would be required to give 2 month notice if you want to resign from the services of the company.

In the event of committing any breach of terms and conditions of service or you are found guilty of misconduct or any disciplinary actions, wilful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any member of the Company, the Company may terminate your employment forthwith without notice.

Registered Office: Elissa 402, Nyati Esplanade, Bavdhan (B), Pune 411 021

Development Center: #15 Guruganesh Nagar Commercial Complex, Kothrud, Pune - 38

www.xpertiossolutions.com

info@xpertiossolutions.com

Appraisals — You will go thru appraisals quarterly and your performance will be monitored. Revision of salary or any other benefits will be done during the quarterly appraisal cycle.

Certifications/Training — During the tenure of your employment, the company may incur training/ certification expenses on you. In the event you leave our services within a period of 12 months from the date of training/certification, you will be required to reimburse the entire training costs including any travel costs related to the training.

Taxation: Taxation will be governed by the Income Tax rules. The Company will be deducting Income tax at source as per income tax guidelines.



ReapMind Innovations Pvt. Ltd.

Kolhapur | Minnesota (USA)

Date: 15-02-2022

Name: ReapMind Innovations Private Limited
1142/A/2, 401, 4th Floor, Business Hub, Sykes Extension,
Kolhapur, Maharashtra
416001

RE: LETTER OF OFFER OF EMPLOYMENT - *Android Developer*.

Mrs. Megha Gayake.

Following our recent discussions, we are delighted to offer you the position of *Android Developer*. *Our organization is one of the highly skilled service providers in the IT industry with expertise into various IT domains.* If you join *Our Organization*, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of *Our Organization* team, we would ask for your commitment to deliver outstanding quality output and results that exceed management's expectations.

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

Title: *Android Developer*

Expected Start date: 01-03-2022

Take Home Salary: 12,000/- per month

Reporting Relationship: *Ms. Sama Tambu, Mr. Aroof shaikh.*

Probation: *There will be Three-month probation period in which company can terminate employee anytime based on performance.*

Vacation: *At our organization, you will be allowed to take a maximum 2 days of personal leave with at least 3 days of prior notice and a formal (Email) approval from the management.*

Commitment: Acceptance of this offer will have an on paper 2-years commitment. After a completion of commitment, you will be applicable for notice period.

Notice Period: After 2-years this agreement may be terminated by you only upon notice in writing to company with a strict period of 30 days.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,
HR Team
ReapMind Innovations Pvt. Ltd.



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

Name

Date

23 June 2021

APPOINTMENT LETTER

Priyanka Bhosale

Dear Priyanka,

In furtherance of the letter of offer issued by the Company and accepted by you, set out below are the main terms and conditions, on which Ventura (India) Private Limited employs you with effect from **23 June 2021**.

This appointment is conditional on the receipt of employment references satisfactory to the Company. If any of these subsequently at any time during the term of your employment prove to be, in our opinion, unsatisfactory or is found to be incorrect or misleading, then we may terminate your employment without notice.

JOB TITLE

You are employed in the position of **Graduate Engineer Trainee**. You will currently be based at **Pune**. However, there may be business requirement which requires flexibility of location and you may be asked to work partly or wholly from another location including working remotely from home on a permanent or temporary basis.

The Company reserves the right to change your duties and responsibilities in a reasonable manner during your employment without any additional compensation payable to you.

You will abide by the rules and regulations of the Company, which may be in force and as amended from time to time.

REMUNERATION

Your total remuneration (Cost To Company) on an annual basis is **INR 400,000/- (Rupees Four Lakh Only)**. All payments made to you will be subject to deduction of tax at source as applicable under the Income Tax Act 1961 and other statutory deductions as may be applicable as per the law of the land from time to time.

Please find details of your package attached in Salary Annexure. This amount is inclusive of your basic salary, statutory allowances to which you are eligible and subject to statutory deductions as per the law of the land.

Salaries are normally reviewed annually. The review does not guarantee you an increase in salary. Any increases will be awarded on the basis of individual performance and the achievement of objectives, business profitability and market rates.

BACKGROUND CHECKS / REFERENCES

Background check will be conducted verifying your Highest Education, Last 2 Employments and a Criminal Check for present and past addresses. These will cover suitability for the job, reliability and honesty. Should such background checks prove unsatisfactory; your employment in the Company will be withdrawn. At the time of joining and throughout the course of your employment with the Company, you are required to have a minimum Credit Score of 600 or above and no previous/existing criminal records against you. Subsequent to your joining, in case your Credit Score falls below 600 or there is any change in your criminal records, you are expected to proactively report any such changes and consequences arising thereof, to the Company immediately. The Company reserves the right to request for re-verification of your Credit Score and/or Criminal Check at any time during your employment as part of audit requirements and as a commitment to its Clients

HOURS OF WORK

You will be asked to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies, as per the Company policy and applicable laws from time to time. In order to be flexible to meet customer's needs, you may be required to work additional hours from time to time. Overtime terms shall be as per the Company policy and applicable laws from time to time. You will be provided minimum one weekly off.

MATERNITY LEAVE (Only relevant to a Woman employee)

You will be eligible for amended benefits under Maternity Benefit Act, 1961 as under:

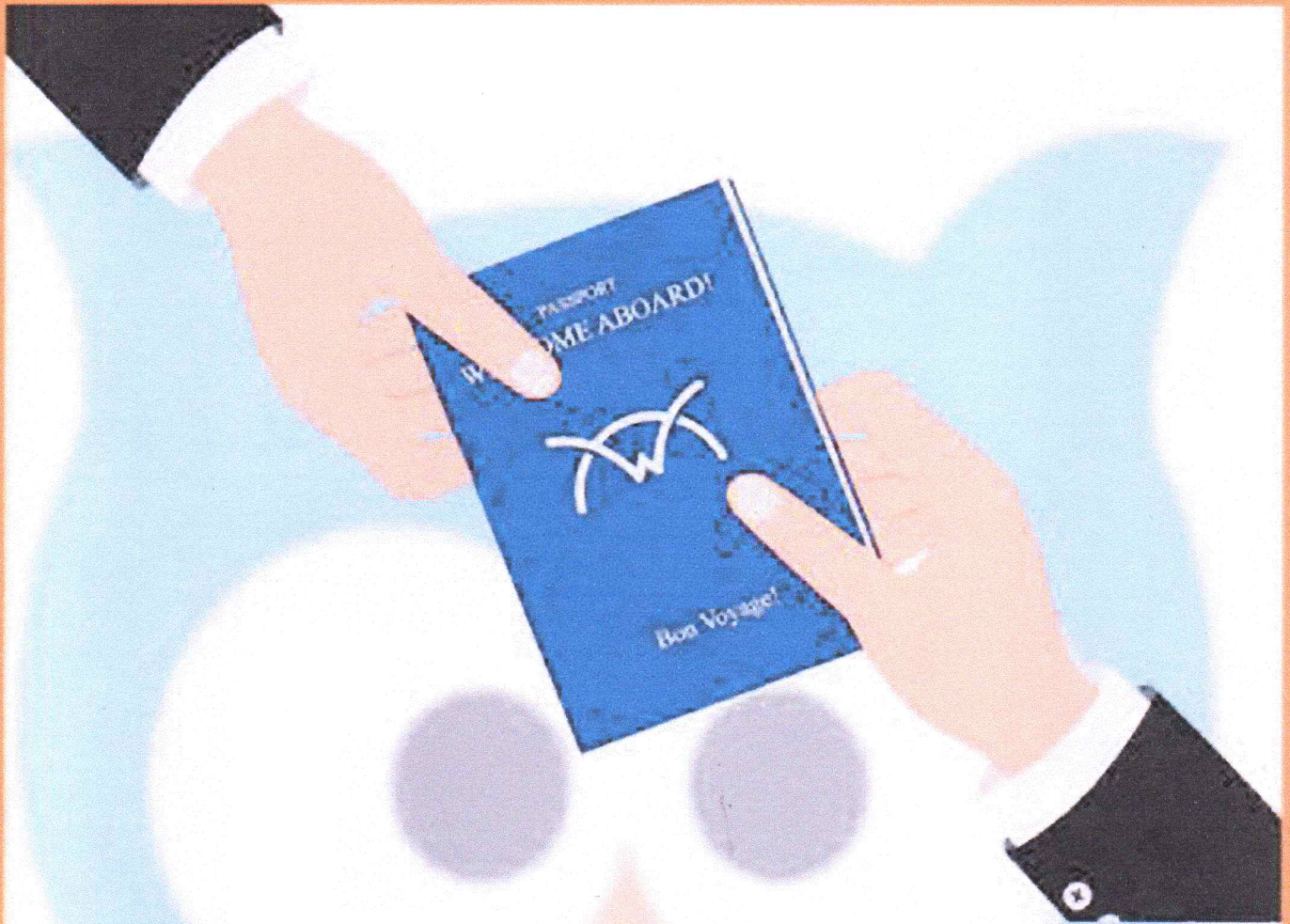
Maternity Leave: You shall be entitled to 26 weeks of leave under Maternity Benefit of which not more than 8 weeks can precede the date of your expected delivery. However, in case you have two or more surviving children then the benefit will be for 12 weeks of which not more than 6 weeks shall precede the date of expected delivery.

Ventura (India) Private Limited

Upper Ground Level, Level 1, Level 2 & Level 3, Tower B 1, Magarpatta City SEZ, Magarpatta City, Hadapsar, Pune 411013, Maharashtra, India.

Tel: +91-20-67660400 Fax: +91-20-66093535 Registered in India. CIN : U72200PN2004PTC019380

Website: www.capita.co.uk

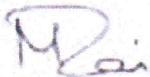


20220110

CONNECTWISE PASSPORT



Dear Colleague,
Welcome to ConnectWise !
Place of Issue : India
Date of Issue : 2022



2022 INDIA
CONNECTWISE

Rajagadi



Date:- 01-04-2022

ROHAN MODI

Shri Ganesh, Plot No. 247/10, E-Ward
Near INTUC Building, Tarabai Park,
Kolhapur - Maharashtra - 416003

Private & Confidential

Subject: Offer of Employment

Dear **ROHAN MODI**,

Welcome aboard the ConnectWise flight, to your dream career!

Following our very interesting discussions with you, we are delighted to offer you a position with us as **Quality Engineer I(Grade-2B)** starting **05 April 2022**.

Your primary work location would be **Pune SEZ Unit:5th Floor, A-wing, Rhine, Embassy Tech Zone, Hinjewadi, Phase II, Pune, Maharashtra-411057, India**. You do, of course, understand and agree that the Company may, occasionally, require you to travel to and work at other locations.

Your gross annual compensation is outlined in **Annexure "A"**. This is inclusive of applicable statutory benefits, contributions, bonus (if any) and tax which will be deducted at source.

Please note that our offer of employment is contingent upon a satisfactory Background Verification and your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners, or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer for employment. The Company reserves the right to withdraw this offer or terminate your employment without any obligation whatsoever in the event that it determines or believes that any contractual or other obligation may limit your ability to engage in business activities for the Company.

Rohan Modi

CONNECTWISE LLP (Formerly known as Continuum Managed Solutions LLP)

Registered Office: - Unit Nos. 1 & 2, 8th Floor, Wing B, Times Square, Marol, Andheri Kurla Road, Andheri (East), Mumbai- 400 059, Maharashtra, India,

Tel No: - +91-22 42023100. LLPIN: - AAP-8341, Email: - info.india@connectwise.com, Website: - www.connectwise.com

Pune: - Pune SEZ Unit: Rhine Block 1.5 A-wing, 5th floor, Embassy Tech Zone, Hinjewadi, Phase II, Pune-411057, Maharashtra, India.

Tel No: - +91-20 67701500

Bangalore: - TRS Arcade, No. 3, 1st Main Road, Mysore Income, Tax Layout, Chandra Layout Main Road, Vijayanagar, Bangalore - 560040.

Connectwise LLP is registered with limited liability.



May we request you to please sign this offer letter on all pages, as a token of your acceptance of the same, no later than 3 days from the date of this letter, after which this offer shall automatically lapse and stand revoked.

Once you have accepted our offer, may we request you to provide the Company with copies of the following documents (if not provided earlier) along with 2 recent passport-sized photographs, on the date of joining the Company:

1. Relieving letter issued by your most recent employer if any
2. Passport (most recent)
3. Aadhar Card
4. Relevant educational certificates
5. Last drawn payslip
6. Permanent Account Number (PAN) card

Please treat this letter and its contents as strictly confidential . We urge you not to disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without the Company's prior written consent. We do not encourage discussion of compensation with other employees.

Questions about the offer? Please drop a mail to Recruitment@connectwise.com and we'll get back to you with clarifications soonest or just call you to talk things over.

We look forward to welcoming you soon, and to an amazing journey with you thereafter.

Yours sincerely,

For ConnectWise LLP

A handwritten signature in blue ink, appearing to read 'Malathi Rai'.

Malathi Rai
Vice President- HR & Admin

A handwritten signature in blue ink, appearing to read 'Rohan Anand'.

CONNECTWISE LLP (Formerly known as Continuum Managed Solutions LLP)

Registered Office: - Unit Nos. 1 & 2, 8th Floor, Wing B, Times Square, Marol, Andheri Kurla Road, Andheri (East), Mumbai- 400 059, Maharashtra, India,

Tel No: - +91-22 42023100. LLPIN: - AAP-8341, Email: - info.india@connectwise.com, Website: - www.connectwise.com

Pune: - Pune SEZ Unit: Rhine Block 1.5 A-wing, 5th floor, Embassy Tech Zone, Hinjewadi, Phase II, Pune-411057, Maharashtra, India.

Tel No: - +91-20 67701500

Bangalore: - TRS Arcade, No. 3, 1st Main Road, Mysore Income, Tax Layout, Chandra Layout Main Road, Vijayanagar, Bangalore - 560040.

Connectwise LLP is registered with limited liability.

Annexure A**TERMS AND CONDITIONS OF EMPLOYMENT**

Appointment: Your employment with ConnectWise LLP ("Company") will be with effect from **05 April 2022** (or such other date as may be notified to you by the Company).

Information: The Company's offer for employment is based on the particulars, information, and declarations provided by you. If at any time it is observed that the information provided by you is false or misleading or there is any concealment of facts by you, the Company reserves the right to immediately terminate your employment, besides the Company's right to initiate disciplinary action against you.

Disclosures: You are required to disclose in writing to the Company all your business interests, if any, whether or not they are similar to or in conflict with the business(es) or activities of the Company and all circumstances, in respect of which there is or there might, in the future, be a conflict of interest between the Company and you or any of your immediate relatives. You agree to disclose fully to the Company, in writing, any such interests or circumstances which may arise during your employment, immediately upon accruing of such interest or occurrence of any such circumstance.

Working Hours and Days: You will observe the working hours and working days as may be communicated to you by the Company from time to time. It is hereby clarified that the Company operates on a 24X7 basis and accordingly the Company may require you to work in different shifts, including night shifts (this is applicable for select roles). You accordingly agree to work in various shifts (including night shift) and confirm that you will comply with any and all directions and instructions as provided by the Company in relation to working in different shifts.

Duties & Responsibilities: You shall devote all of your skill, knowledge, and working time to the conscientious performance of your duties and responsibilities and you shall perform your duties with diligence and devotion. You may be required to perform other duties as required by the Company from time to time.

Transfer: Depending on business needs, the Company may, at its sole discretion, change your designation or transfer you to any other team, department, or offices of the Company or its affiliates. The Company has a right to assign, second, or depute you to any affiliates of the Company or to any third parties. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer, you will be governed by the relocation policies and policies of the Company existing at that time.

Restriction: While in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary, or part-time basis nor shall you offer your services with or without consideration to any physical person, legal entity, or public authority or be occupied in your own business, without the prior written consent of the Company.

Compliance with Code of Conduct Guidelines and HR Policies: You will abide by the Code of Conduct, in letter and spirit. You will also comply with all directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you. Your employment will, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time, including those as may be provided in the Company's Employee HR Handbook, service rules, code of conduct, etc.

**CONNECTWISE LLP (Formerly known as Continuum Managed Solutions LLP)**

Registered Office: - Unit Nos. 1 & 2, 8th Floor, Wing B, Times Square, Marol, Andheri Kurla Road, Andheri (East), Mumbai- 400 059, Maharashtra, India,
Tel No: - +91-22 42023100. LLPIN: - AAP-8341, Email: - info.india@connectwise.com, Website: - www.connectwise.com

Pune: - Pune SEZ Unit: Rhine Block 1.5 A-wing, 5th floor, Embassy Tech Zone, Hinjewadi, Phase II, Pune-411057, Maharashtra, India.
Tel No: - +91-20 67701500

Bangalore: - TRS Arcade, No. 3, 1st Main Road, Mysore Income, Tax Layout, Chandra Layout Main Road, Vijayanagar, Bangalore - 560040.

Connectwise LLP is registered with limited liability.



Compliance with Laws: You will comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of:

- (i) any public servant, government official, political party, or candidate for political office; or
- (ii) any other person, firm, corporation, or other entity, with the knowledge that some, or all of that money, or another thing of value will be paid, given, offered, or promised to a public servant, government official, political party, or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

Compensation: Please refer to the Annexure for your compensation structure. Your variable pay, if any, will be based on your individual performance and Company performance. Any contributions to be made by the Company on your behalf shall be deducted from your salary. Your compensation may include certain allowances as may be extended by the Company to its eligible employees from time to time and subject to limits specified under the applicable tax laws. Your compensation may be amended from time to time by the Company at its sole discretion. You understand and acknowledge that any future increments, promotions, or any other incentives shall be based on your performance during employment and solely at the discretion of the Company.

Fitness: We care for your mental and physical fitness so you can perform your duties. The Company may subject you to a medical checkup at regular intervals if applicable. If your medical check-up shows that you are not physically or mentally fit to perform your duties, the Company reserves the right to terminate your employment.

Training Programs and/or Conferences: Training & Development is an important investment that we make in our employees in order to hone their skills. The Company may also offer you an opportunity to travel overseas for special training programs or for attending conferences, to enhance your professional skills and/or career opportunities, in the Company and otherwise. If you accept the Company's offer to travel overseas for undergoing training or participating in conferences, you may be required to execute with the Company, a training bond and agree, to inter alia, serve a minimum term of employment with the Company.

Travel: The Company may require you from time to time, to travel to locations in India or overseas and work out of client's sites. The Company may also require you to engage in travel on behalf of the Company, and to work night hours, required by the nature of the business of the Company. You expressly agree to accept such travel and hours of work without additional compensation by way of salary. Reasonable and necessary professional expenses for travel and lodging, incurred by you, in furtherance of Company business, shall be reimbursed to you in accordance with the standard policies of the Company, as in effect from time to time, upon presentation of documentary evidence that is acceptable to the Company.

CONNECTWISE LLP (Formerly known as Continuum Managed Solutions LLP)

Registered Office: - Unit Nos. 1 & 2, 8th Floor, Wing B, Times Square, Marol, Andheri Kurla Road, Andheri (East), Mumbai- 400 059, Maharashtra, India,

Tel No: - +91-22 42023100. LLPIN: - AAP-8341, Email: - info.india@connectwise.com, Website: - www.connectwise.com

Pune: - Pune SEZ Unit: Rhine Block 1.5 A-wing, 5th floor, Embassy Tech Zone, Hinjewadi, Phase II, Pune-411057, Maharashtra, India.

Tel No: - +91-20 67701500

Bangalore: - TRS Arcade, No. 3, 1st Main Road, Mysore Income, Tax Layout, Chandra Layout Main Road, Vijayanagar, Bangalore - 560040.

Connectwise LLP is registered with limited liability.

Professionalism & Conduct:

- In the course of your employment with the Company, you are expected to demonstrate a high degree of professionalism in discharging your duties towards the Company and in dealing with other employees of the Company including your superiors. All your actions must be directed towards the best interests of the Company. You may be liable to be dismissed from the Company without any notice in case you are found guilty of any misconduct, dishonesty, disobedience, misappropriation, moral turpitude, or misdemeanor.
- Any lapse, deficiency, or negligence on your part in discharging your duties and performing your job responsibilities will be viewed seriously. In the event of such lapses, on your part, your employment with the Company may be liable to be terminated besides being liable to pay adequate damages to the Company.

Authority: Unless specifically authorized by the Company in writing you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

Employee Confidentiality, Assignment of Development, and Non-solicitation Agreement: As a condition to your employment with the Company, on or prior to joining, you shall be required to execute with the Company an Employee Confidentiality, Assignment of Developments and Non-solicitation Agreement as per the draft provided by the Company.

Employment Termination: Either party may terminate your employment with the Company by giving the other 60 days' notice in writing. The Company may, at its sole discretion, decide to pay you in lieu of notice. Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by notice in writing (without salary in lieu of notice), in the event of :

- I. fraudulent, dishonest, or undisciplined conduct by you,
- II. you are committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property,
- III. your insubordination or failure to comply with the directions given to you by persons so authorized,
- IV. your insolvency or conviction for any offence involving moral turpitude,
- V. your breach of any terms or conditions of this offer letter or the Company's policies or other documents or directions of the Company,
- VI. you are going on or abetting a strike in contravention of any law for the time being in force,
- VII. you are conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or the interests of its clients or
- VIII. misconduct by you as provided under the labour laws and/or in the Company policies, Standing Orders, or Employee Handbook. Absence for a continuous period of three (3) days from work without prior written approval (including due to unapproved overstay of leave/ training), would be construed as your abandonment of employment and your service with the Company shall automatically cease. In case you have given the notice to resign or terminate your employment, you shall be required to serve the notice period dutifully and in good faith, although the Company may, at its sole discretion, require you to leave service at any time during the notice period without any salary in lieu of notice or pro-rated salary for the balance unexpired portion of the notice period. Besides, your right to resign or terminate your employment shall be subject to any minimum service period committed by you.

CONNECTWISE LLP (Formerly known as Continuum Managed Solutions LLP)

Registered Office: - Unit Nos. 1 & 2, 8th Floor, Wing B, Times Square, Marol, Andheri Kurla Road, Andheri (East), Mumbai- 400 059, Maharashtra, India,

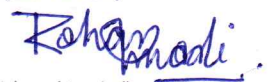
Tel No: - +91-22 42023100. LLPIN: - AAP-8341, Email: - info.india@connectwise.com, Website: - www.connectwise.com

Pune: - Pune SEZ Unit: Rhine Block 1.5 A-wing, 5th floor, Embassy Tech Zone, Hinjewadi, Phase II, Pune-411057, Maharashtra, India.

Tel No: - +91-20 67701500

Bangalore: - TRS Arcade, No. 3, 1st Main Road, Mysore Income, Tax Layout, Chandra Layout Main Road, Vijayanagar, Bangalore - 560040.

Connectwise LLP is registered with limited liability.



Garden Leave: The Company reserves the right to require you to go on garden leave during the notice period. You shall continue to be employed with the Company during the period of garden leave and the Company shall pay you salary and applicable benefits during such period of garden leave. During the garden leave period, the Company in its sole discretion may:

- I. cease to vest in or assign to, you any powers or duties or to provide any work to you;
- II. change your duties in whatever way the Company decides is appropriate;
- III. require that you do not contact or communicate with any current, former or proposed clients, customers, employees, or vendors of the Company;
- IV. exclude you from the premises of the Company; and/or
- V. announce to employees, clients, customers, vendors, etc. of the Company that you have been given notice of termination or resigned (as the case may be). You hereby acknowledge and confirm to comply with any conditions laid down by the Company during the period of garden leave and accept that your duties of confidentiality and good faith continue to apply, together with all the obligations contained in this annexure.

Return of Property and Separation and Release Agreement: On termination of your employment, you shall return to the Company all the assets and property documents, files, books, papers, information, memos, confidential information, or any other property belonging to the Company in your possession or under your control (this includes all IP and any leased properties). If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on-demand or on termination of your employment with the Company. In case of termination of your employment for any reason, the Company may also require you to sign a Separation and Release Agreement without any additional compensation.

Non-disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory, or disparaging statements about the Company, or the employees, officers, or Directors of the Company that are reasonably likely to cause damage to any such entity or person.

Sensitive Personal Data and Information: The Company may, in connection with your employment, collect sensitive personal data and information ("SPDI") relating to you. Such SPDI may be collected from you and some limited SPDI may be recorded directly or indirectly by internal security systems or by other means. By accepting our offer, you expressly consent to the following:

- i. the collection, use, processing, and storage of your SPDI.
- ii. the transfer world-wide of your SPDI held by the Company to other employees and offices of the Company's world-wide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law.
- iii. that you will read and understand the Company's Privacy Policy as and when implemented, in relation to the collection, processing, use, storage, and transfer of SPDI and you agree to the terms thereof.
- iv. use of your personal images and voices in marketing material, videos, etc; and
- v. treating any personal data to which you have access in the course of your employment strictly in accordance with Company policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

Misuse of Company's Property or Facilities: Any unauthorized use or misuse of Company's property or facilities, including but not limited to Company's system, software, internet facilities, etc., on your part or any violation of any of the stipulations of Company's information security policy would also be treated as a serious lapse and violation of terms and conditions of your employment and would make the Company fully eligible to claim appropriate damages from you without prejudice to Company's unfettered right to terminate your services without any notice or pay in lieu thereof.

CONNECTWISE LLP (Formerly known as Continuum Managed Solutions LLP)

Registered Office: - Unit Nos. 1 & 2, 8th Floor, Wing B, Times Square, Marol, Andheri Kurla Road, Andheri (East), Mumbai- 400 059, Maharashtra, India,

Tel No: - +91-22 42023100. LLPIN: - AAP-8341, Email: - info.india@connectwise.com, Website: - www.connectwise.com

Pune: - Pune SEZ Unit: Rhine Block 1.5 A-wing, 5th floor, Embassy Tech Zone, Hinjewadi, Phase II, Pune-411057, Maharashtra, India.

Tel No: - +91-20 67701500

Bangalore: - TRS Arcade, No. 3, 1st Main Road, Mysore Income, Tax Layout, Chandra Layout Main Road, Vijayanagar, Bangalore - 560040.

Connectwise LLP is registered with limited liability.

Rohan Modi

Full and Final Settlement: In the event of cessation of your employment, your full and final settlement will be done after the notice period. Full and final settlement is subject to no dues from all the concerned departments and hand-over of Company assets, documents, and any other belongings of the Company, in good condition. In case of any loss or damage or non-submission of Company assets, the cost of such assets will be deducted from your full and final settlement. You hereby acknowledge the fact that in case of non-submission of Company assets, the Company will have the right to take appropriate legal action against you towards the recovery of said Company assets in the appropriate courts at Mumbai.

Representations: You hereby represent to the Company that:

- you are legally permitted to reside and be employed in India.
- you have reviewed these terms and conditions and you understand the terms, purposes, and effects of the same.
- you have accepted these terms and conditions only after having had the opportunity to seek clarifications.
- you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you.
- you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents, or employees; and
- you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

You also represent to the Company that you have not appropriated any confidential, proprietary, or trade secret information (including but not limited to written information, the information contained in computer storage systems, or information compiled or stored in any other manner) from any third party (including but not limited to any former employer), except as may have been expressly permitted in writing by such third party or its authorized representative. You shall not disclose to the Company, or otherwise use, during the course of your employment with the Company, any confidential, proprietary, or trade secret information of any third party which you may possess, without such written permission.

Governing Law and Jurisdiction: Your employment with the Company shall be governed and construed in accordance with the laws of India. The parties irrevocably submit to the exclusive jurisdiction of any competent courts situated in Mumbai and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

Binding Nature: You are hereby specifically informed that your acceptance of the terms and conditions contained in this letter shall create binding contractual obligations and obligations of trust during the entire term of your employment, which may affect your rights, including rights to inventions which you may make during your employment. Breach of any of the terms or conditions of your employment may make you liable to pay to the Company damages and compensation for breach of trust and contractual obligations, apart from other legal consequences.

Background Verification: Your employment with the company will be subject to reference and background checks conducted by the company through designated third parties. If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, the company will be entitled to terminate your services with immediate effect, without notice.



CONNECTWISE LLP (Formerly known as Continuum Managed Solutions LLP)

Registered Office: - Unit Nos. 1 & 2, 8th Floor, Wing B, Times Square, Marol, Andheri Kurla Road, Andheri (East), Mumbai- 400 059, Maharashtra, India,

Tel No: - +91-22 42023100. LLPIN: - AAP-8341, Email: - info.india@connectwise.com, Website: - www.connectwise.com

Pune: - Pune SEZ Unit: Rhine Block 1.5 A-wing, 5th floor, Embassy Tech Zone, Hinjewadi, Phase II, Pune-411057, Maharashtra, India.

Tel No: - +91-20 67701500

Bangalore: - TRS Arcade, No. 3, 1st Main Road, Mysore Income, Tax Layout, Chandra Layout Main Road, Vijayanagar, Bangalore - 560040.

Connectwise LLP is registered with limited liability.

SALARY ANNEXURE - 'A' Compensation & Benefits		
Name: ROHAN MODI		
Designation: Quality Engineer I		
Grade: G r a d e - 2 B		
Date of Joining: 05 April 2022		
CTC Break-Up		
	Amount in Rupees	
Particulars	Monthly	Yearly
Basic	17,083	2,05,000
House Rent Allowance	10,250	1,23,000
City Compensatory Allowance	9,533	1,14,400
Statutory Bonus	3,000	36,000
Meal Coupon	0	0
Leave Travel Allowance	0	0
Sub-Total (A)	39,867	4,78,400
Statutory Benefits		
Provident Fund - Employer contribution (Max. Rs. 1,800 i.e. 12% of Rs. 15,000)	1,800	21,600
Employee State Insurance - Employer Contribution	0	0
Sub-Total (B)	1,800	21,600
Total Fixed Salary (A+B)= (C)	41,667	5,00,000
Other benefits including Statutory benefits		
Group Health /Accidental/Life Insurance Premium	1,042	12,500
Gratuity as per The Payment of Gratuity Act 1972	821	9,856

For ConnectWise LLP



Malathi Rai

Vice President- HR & Admin (APAC)



CONNECTWISE LLP (Formerly known as Continuum Managed Solutions LLP)

Registered Office: - Unit Nos. 1 & 2, 8th Floor, Wing B, Times Square, Marol, Andheri Kurla Road, Andheri (East), Mumbai- 400 059, Maharashtra, India,

Tel No: - +91-22 42023100. LLPIN: - AAP-8341, Email: - info.india@connectwise.com, Website: - www.connectwise.com

Pune: - Pune SEZ Unit: Rhine Block 1.5 A-wing, 5th floor, Embassy Tech Zone, Hinjewadi, Phase II, Pune-411057, Maharashtra, India.

Tel No: - +91-20 67701500

Bangalore: - TRS Arcade, No. 3, 1st Main Road, Mysore Income, Tax Layout, Chandra Layout Main Road, Vijayanagar, Bangalore - 560040.

Connectwise LLP is registered with limited liability.

*Description of salary heads referenced above, is given below:

Statutory Bonus: -

- This is paid to eligible employees as per statutory norms, as a part of their monthly salary.

Meal Coupon: -

- Employees with a Fixed CTC of **Rs.500,001** and above per annum are eligible to avail of Meal Voucher as a tax saving option. This is credited to Paytm Food Wallet.
- Meal coupons are optional and the monthly limit is **Rs. 2,200/-**.

Leave Travel Allowance: -

- To avail tax benefit on LTA, the employee needs to apply for a minimum 3 days' earned leave as per Income Tax Act 1961, and submit supporting travel documents for self and his family. (Please refer to Income tax guideline).

Provident Fund: -

- Employees have to compulsorily contribute to the PF scheme
- PF Contribution is capped at **Rs.1,800/-** per month.
- Employer's contribution is the same as Employee contribution and this forms a part of the CTC.
- These amounts are transferred to the employee's PF account directly.

Employee State Insurance Scheme (ESIC): -

- For employees with a gross earning of **Rs. 21,000/-** or less per month (excluding Statutory Bonus), the employer contributes 3.25% and the employee contributes 0.75% of the Monthly Gross Salary towards ESIC.
- This fund is managed by the ESI Corporation (ESIC) according to rules and regulations stipulated there in the ESIC Act 1948, which oversees the provision of medical and cash benefits to the employees and their families through its large network of branch offices, dispensaries, and hospitals throughout India.

Insurance Benefits:

All employees are covered under the following insurance policies :

- Group Health Insurance of 5 Lakh per annum (family floater covering Self, Spouse & upto 2 children).
- Accident Insurance (Self only) upto a max. of 10 Lakh per annum (or less, depending on the extent of disability)
- Term Life Insurance (Self only) 3 times Total Fixed Salary (Subject to a minimum of **Rs.15 Lakhs**).

The company reserves the right to amend the scheme from time to time.



CONNECTWISE LLP (Formerly known as Continuum Managed Solutions LLP)

Registered Office: - Unit Nos. 1 & 2, 8th Floor, Wing B, Times Square, Marol, Andheri Kurla Road, Andheri (East), Mumbai- 400 059, Maharashtra, India.
Tel No: - +91-22 42023100. LLPIN: - AAP-8341, Email: - info.india@connectwise.com, Website: - www.connectwise.com

Pune: - Pune SEZ Unit: Rhine Block 1.5 A-wing, 5th floor, Embassy Tech Zone, Hinjewadi, Phase II, Pune-411057, Maharashtra, India.
Tel No: - +91-20 67701500

Bangalore: - TRS Arcade, No. 3, 1st Main Road, Mysore Income, Tax Layout, Chandra Layout Main Road, Vijayanagar, Bangalore - 560040.
Connectwise LLP is registered with limited liability.

Night Shift Allowance (if applicable): -

- Employees assigned to the night shift would be eligible for a night shift allowance as per the CTC range. Night Shift Allowance is paid on a monthly basis, based on actual night shifts worked by an employee.

Gratuity: -

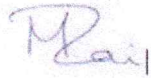
- To be eligible for gratuity, an employee must complete 5 years of continuous service with the organization.
- An employee gets gratuity at the time of retirement or leaving the job, as per The Payment of Gratuity Act 1972.

Statutory Deduction:-

The following deductions are required by law. These deductions may be made at appropriate intervals and will be reflected in your payslip :

- Provident Fund Contribution (employee & employer contribution)
- ESIC (wherever applicable)
- Professional Tax
- Income Tax (where applicable)
- Labour Welfare fund (LWF)

For ConnectWise LLP



Malathi Rai
Vice President- HR & Admin (APAC)

Acceptance

By signing this document, I hereby accept the terms and conditions of this offer for employment with ConnectWise LLP. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer. I agree to join the Company on the joining date as provided in Annexure "A" of this letter.

**CONNECTWISE LLP (Formerly known as Continuum Managed Solutions LLP)**

Registered Office: - Unit Nos. 1 & 2, 8th Floor, Wing B, Times Square, Marol, Andheri Kurla Road, Andheri (East), Mumbai- 400 059, Maharashtra, India,

Tel No: - +91-22 42023100. LLPIN: - AAP-8341, Email: - info.india@connectwise.com, Website: - www.connectwise.com

Pune: - Pune SEZ Unit: Rhine Block 1.5 A-wing, 5th floor, Embassy Tech Zone, Hinjewadi, Phase II, Pune-411057, Maharashtra, India.

Tel No: - +91-20 67701500

Bangalore: - TRS Arcade, No. 3, 1st Main Road, Mysore Income, Tax Layout, Chandra Layout Main Road, Vijayanagar, Bangalore - 560040.

Connectwise LLP is registered with limited liability.



Date: 16th Nov 2021

To,

Mr. Sandeep Chavan

864 A/1 Kalamba ring road,
Prathamesh nagar, Kalamba,
Kolhapur - 416007

Subject: Appointment Letter

Dear Mr. Sandeep,

Concerning your initial offer letter, we are pleased to issue this Appointment Letter on the following Terms & Conditions.

1. You are appointed as a "**Associate Consultant.**"
2. Your date of appointment will be w.e.f. **15th November 2021.**
3. Your total annual employment cost to the Company will be **INR 2,40,240.00.** The detailed structure of your annual Cost To Company (CTC) is given herewith in this letter.
4. Your services may be confirmed after twelve months, depending upon satisfactory completion of your probation period, your performance during the said period, behavior in the organization, zeal, enthusiasm, and is at the Company's discretion. The Company will issue a separate confirmation letter to you to confirm your service. You will be entitled to 18 (eighteen) leaves for a period of one year prorated quarterly based on your active employment in the Company.
5. Your services are always subject to transfers from one unit/ department/ branch of this Company or its legal associate organizations or Company's customer site(s) at any destination throughout India or maybe abroad presently in existence or opened in the future.
6. The Company shall decide and adopt specific policies linked with the performance, management, and career growth and annual compensation review of the employee from time to time, and the same apply to you.
7. You will have to keep up-to-date knowledge in your field, and new development, advanced technology, and you will have to work with utmost sincerity, honesty, devotion to have your strong participation in the growth and development of the Company. You will have to discharge all the duties and perform obligations with due diligence, in proper spirit and enthusiasm. You should have to keep abreast latest trends, develop your field, and work with all your abilities and superiorities, devoting full time and energy. You will have to observe and follow the rules and regulations notified on this behalf by the Company from time to time.
8. The Company has reserved the right to verify and check your educational qualification, behavior, conduct in the society and ask you to furnish sufficient proof / satisfy the Company and/ or remove any doubt on any point/ issue if arises on this aspect at any point of time. The Company has also reserved the right to initiate appropriate proceedings, including termination if it is found to the Company that you have not removed such doubt by substantiating proof/ explanation regarding the same.
9. You will have to observe:

- a. Dress Code if and when made applicable;
 - b. Secrecy and Confidentiality;
 - c. Discipline and Morality, as decided and made applicable by the Company from time to time.
10. The Company provides certain health insurance benefits, and these benefits may change in future. Your health benefit will be active one month after your submission of the form. Delay from your side in submitting the form will result in getting your health policy activated late. Due to this delay, you will not get health benefits during this time and for which the Company will not be responsible. As per the policy term, your policy may not cover any existing diseases. If you leave your employment before the policy term, the Company will recover the prorated balance insurance premium and any expenses from your last month's salary. The Company will not be responsible for rejection of any health insurance claim and any expenses, or direct/indirect losses due to the health issue(s) or claims. Even during your employment or after you leave your employment, the Company will not be responsible for any of your health issues or any pending or future health insurance claims.
11. You have to do a pre-employment health checkup. Your pre-employment offer is subject to fit-to-work certification from a doctor. You shall make the payment to the designated hospital before availing of the pre-employment health checkup. You will get reimbursement for this payment with next month's salary after submission of the payment receipt.
12. During the employment, you will not directly or indirectly undertake any other job or assignment or contract, whether full-time or part-time, in the capacity of director/ partner/ employee/ agent/ assignee or otherwise. It is the sole discretion of the Company to accord its consent only in writing on your application to do so in case consent is given; the Company reserves the right to withdraw it even without assigning reason thereof.
13. The Company can terminate your services by giving or without giving three months prior notice. If you want to leave the Company, you will have to provide three months' prior notice or three month's wages and any loss of business in lieu thereof, and this is subject to an approval from the MAIARA management. However, you will not leave Company abruptly. Suppose you have signed a separate employment agreement to stay in the Company for a specific duration. In that case, you can leave the Company only after the end of this employment contract by giving the required notice.
14. Upon termination, you will be required to claim all business-related expenses and settle dues immediately. Expenses claims received after that will be taken as unauthorized and will not be entertained, but any delinquent dues about the prior period described above will be deducted from the salary or any amount payable by the Company to you.
15. It is specifically mentioned that you will be working on important and confidential development of software projects and assignments, therefore cannot take employment offer from any of our business partners, vendors, customers, or with any other person or institute with whom the Company has or will have business relations within next 12 months from the date of termination of your employment. You will also be required to maintain complete confidentiality by understanding your role and responsibilities in your job with us. This is an essential element of this employment; therefore, please note that you will be obliged to follow this aspect very seriously.
16. MAIARA has employed you on 'Work for hire' basis, which ensures that the design, idea, document, or software code created by you on our behalf to our customer or ourselves, remain the intellectual property of MAIARA.

17. You will be terminated from the employment without notice and any compensation if it is found that
- i. Your performance is not satisfactory.
 - ii. MAIARA does not require skills for which you were employed due to the Company's loss of business or contract.
 - iii. You are indulged in such activities, which are prejudicial to the Company.
 - iv. Engaged directly indirectly in the business, trade, profession parallel to the business of the Company.
 - v. Accepted assignment with any other institution directly or indirectly in competition with the Company.
 - vi. Committed breach of service conditions, rules & regulations applicable, or any of the above conditions.
 - vii. Becomes permanently disabled and is no longer able to perform the essential functions of the position with reasonable accommodation.
18. This offer is conditional. You will have to execute the "**Non - Compete Agreement**" (copy annexed as Annexure-II) to comply with the conditions. You will also be required to sign various other agreements as per the policy of the Company.
19. All actions arising out of this assignment or relating to it are subject to the jurisdiction of the Court(s) in Pune, State of Maharashtra.
20. Mandatory Enclosures
You are required to submit the following documents
- a) Proof of Age
 - b) Proof of the last salary drawn (In case of an experienced candidate)
 - c) Copy of appointment letter of the previous employer (In case of an experienced candidate)
 - d) Copies of Qualification, Experience Certificates & other testimonials
 - e) Copy of SSS/HSC certificate showing the date of birth
 - f) Acceptance of resignation by the previous employer
 - g) PAN Card

In token of your acceptance, please sign this letter and return the copy to the undersigned at the earliest.

With warm greetings, we welcome you to **MAIARA TECHNOLOGIES Private Limited** and wish meticulous and bright career.

Yours Sincerely,



Shripad Baride
Vice President

I have read, understood, and agreed to the terms and conditions outlined in this appointment letter.

Date: 16th Nov 2021



Sandeep Chavan

Date: 2/24/2020

Appraisal Letter

To,

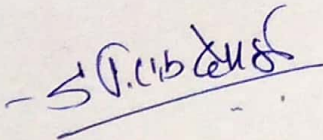
Miss Shambhavi Pawshe

Congratulations! We appreciate the efforts put in by you for the company.

After evaluating your performance now, the management is pleased to inform you that you are promoted to Paid Intern from Intern with effect from Feb 2020. Your paid internship will be of Rs 5000 per month.

After appraisal it is expected that you will contribute more diligently for company.

Thanking you,



Darshan Desai,
HR Manager

741/1, Plot No. 4, A Ward, Shrikrishna Colony, Near Sambhaji Nagar,
Kolhapur, Maharashtra, India-416012



TM

APPLEXTM
G R O U P

Strictly Confidential

Doc. No. – HRD/APP/2021/001
Date 04th January 2021
Mr. Shivam Rajendra Charati
At/Post – Ajara, 169-5A,
Wani Galli, Ajra
Kolhapur - 416505

SUB: APPOINTMENT LETTERDear **Mr. SHIVAM RAJENDRA CHARATI,****WELCOME TO APPLEX GROUP FAMILY!!!**

This refers to the interview you had with us, and subsequent discussions on the terms and conditions of employment including compensation. Thanks for accepting our offer and showing interest in joining Applex. We are delighted to have you on board today.

Your appointment with Tecniplex IT Solutions Pvt. Ltd. is on following Terms and Conditions: -

01. DESIGNATION: TRAINEE WEB DEVELOPER
02. DIVISION/DEPARTMENT: SOFTWARE DEVELOPMENT
03. PLACE OF WORK: PUNE (INDIA)
(Please note that your place of work can change from time to time depending on the business needs)
04. JOINING DATE: 4TH JANUARY 2021
05. REPORTING MANAGER: MR. RADHESH KULKARNI
06. SALARY: REFER ANNEXURE FOR DETAILS.
07. PROBATION AND CONFIRMATION:

To assess your suitability to the position offered, you will be on probation for a period of six months from the date of your joining. In case of non-satisfactory performance, your probation may be extended up to three months or your services may be terminated in case of unsatisfactory performance. Please take regular feedback from your Manager during the probation period. If there is insufficient opportunity to observe the performance, the probation period may be extended by 3 months.

08. MINIMUM SERVICE DURATION:

Upon accepting the Appointment, you are supposed to serve minimum 1-year of service from date of Joining. You should submit your "Original Documents" upon Joining till end of "the Minimum Service Duration". Original documents submitted will be returned on completion of minimum service duration.

TECNIIPLEX IT SOLUTIONS PVT. LTD. PUNE**Division of Applex Group, Pune****CIN: U72900PN2018PTC175599**

Office No. 34, 5th Floor, Galleria Apartment, Near Vidya Sahakari Bank,
Next to Hotel Sheetal, Karve Road, Mayur Colony, Kothrud, Pune 411038. Mobile : +91 9673306466 of 7
Mobile : +91 9673306466 | contact@applexinfotech.com | www.applexgroup.com



TM

APPLEX™
GROUP**09. HR POLICY:**

You will be governed by the Company's policies during the course of your employment. It is the obligatory on your part to ensure compliance to the applicable statutes, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned in "HR Policy" would attract disciplinary and/or legal action, including immediate termination.

10. COMPENSATION AND REVISION:

Increment is based completely on the evaluation of the performance, which is evaluated on periodical basis (i.e. yearly). Your growth and increase in salary is based on individual role, individual's capacity to perform in that role, individual performance and ability work in team. You are expected to maintain confidentiality of your Compensation. Providing any information to any person, within and out of the organization will be considered as a breach of confidentiality. This conduct will be liable for necessary disciplinary action.

11. BACKGROUND VERIFICATION:

As a part of joining formalities, the Company may, at its discretion, conduct background checks to validate the details of education, conduct background checks on your identity, address provided and criminal records as well as previous employment details furnished by you. You hereby explicitly authorize Tecniplex IT Solutions Pvt. Ltd. And its representative to verify information provided in your credentials and to conduct enquires as may be necessary, at the company's discretion. You also authorize all the persons who may have information relevant to this enquiry to disclose it to Tecniplex IT Solutions Pvt. Ltd., or its representative. In the event that the background check raises any concerns regarding your details, the Company reserves the right to ask you for further evidence, to substantiate the details that you have provided to the Company. If you are not able to substantiate these details to the satisfaction of the Company, the Company reserves the right to take appropriate action against you, including, but not limited to, termination of your employment.

12. LEAVE:

You will be entitled to Casual/Sick Leaves: National/Festival holidays as stipulated by law/company policy, in a calendar year. The same may be changed from time to time in accordance with changes in law and/or company policy.

13. ABSENTEEISM:

In case of absenteeism without permission or approval from departmental head for more than 3 working days, company will take necessary action against you.

14. COMMITMENT TOWARDS CORE VALUES:

Tecniplex IT Solutions Pvt. Ltd. believes and professes core values of Confidentiality, Integrity, Trust, and Security. You are expected to work with forthrightness and conduct all the activities ethically and honestly, be committed and be objective, and build a relationship with the stakeholders founded on trust. Tecniplex IT Solutions Pvt. Ltd. understands intellectual property protection requisites of customers. It is essential that you maintain the security of data and customer information.

15. NON-COMPETE:

You will not associate yourself directly or indirectly with any activity/assignment, whether for remuneration or not, which will be, according to the Company, in conflict, directly or indirectly, with the interest of the Company's business.

TECNIPPLEX IT SOLUTIONS PVT. LTD. PUNE**Division of Applex Group, Pune****CIN: U72900PN2018PTC175599**

Office No. 34, 5th Floor, Galleria Apartment, Near Vidya Sahakari Bank,
Next to Hotel Sheetal, Karve Road, Mayur Colony, Kothrud, Pune 411038. Mobile : +91 9673306466
Mobile : +91 9673306466 | contact@applexinfotech.com | www.applexgroup.com



TM

APPLEXTM
GROUP**16. RIGHT TO TRANSFER AND CHANGE OF ROLES:**

Though you have been engaged for a specific position, the Company reserves the right to determine type and range of work you may be subsequently called up to perform, as also the city or place where you may be posted. Your services can also be transferred to any Concern in the Tecniplex IT Solutions Pvt. Ltd. Group of Companies.

17. SECRECY AND NON-DISCLOSURE:

You shall keep the secrets of the Company and its parents or associated Companies and business associates and shall not either during your employment hereunder or at any time after the termination thereof divulge any matters or things relating to the business or interests of the Company or its parents or associated Companies and the business associates to any unauthorized person or utilize any secrets or confidential information or knowledge acquired in consequence of your service hereunder to the detriment or prejudice of the Company or its parent or associated Companies and business associates.

You shall also keep the secrets of the Company, Firm or Person with whom the Company or its parents or associated Companies and business associates may at any time during the period be in commercial or technical co-operation or association and you are expressly bound during the period of your employment with the Company and at all times after the termination thereof not to divulge any matter or things relating to interests of the business of any such a Company, Firm or person to any unauthorized person or to utilize any secret or confidential knowledge or information acquired in consequence of your service hereunder to the detriment or prejudice of any such Company, Firm or person.

18. EMAIL POLICY:

All messages distributed via the Company's or Client's e-mail system, even personal emails, are Company's or client's property. You must have no expectation of privacy in anything that you create, store, send or receive on the company's or client's e-mail system. Your emails can be monitored without prior notification if Company or client deems this necessary. If there is evidence that you are not adhering to the guidelines set out in this policy, the company reserves the right to take disciplinary action, including termination and/or legal action. If you have any questions or comments about this E-mail Policy, please contact your Reporting Manager.

It is strictly prohibited to:

- ✓ Send or forward emails containing libellous, defamatory, offensive, racist or obscene remarks. If you receive an e-mail of this nature, you must promptly notify your supervisor.
- ✓ Forward a message or copy a message or attachment belonging to another user without acquiring permission from the originator first.
- ✓ Send unsolicited email messages or chain mail.
- ✓ Forge or attempt to forge email messages, or disguise or attempt to disguise your identity when sending mail.
- ✓ Set personal or Company e-mail accounts to be forwarded automatically to a Client e-mail account.
- ✓ Use any e-mail account other than an official Company or Client account for Company business.

DUTY OF CARE

Users must take the same care in drafting an email as they would for any other communication. Confidential information should not be sent via email.

TECNIPIX IT SOLUTIONS PVT. LTD. PUNE

Division of Applex Group, Pune

CIN: U72900PN2018PTC175599

Office No. 34, 5th Floor, Galleria Apartment, Near Vidya Sahakari Bank,
Next to Hotel Sheetal, Karve Road, Mayur Colony, Kothrud, Pune 411038. Mobile : +91 9673306466
Mobile : +91 9673306466 | contact@applexinfotech.com | www.applexgroup.com



PERSONAL USAGE

Although the company's or client's email system is meant for business use, it may be used for personal usage if it is reasonable and does not interfere with work.

APPLEX™
GROUP

DISCLAIMER

All outgoing email messages are expected to be appended with appropriate signature by every employee.

19. INVENTIONS AND PATENTS:

If at any such time during your service under this appointment letter, you either individually or jointly with any person/s invent, discover or devise any invention/s or develop any software relating to or capable of being worked in connection with any trade or business which the company or any of its principles or associates or a sister Companies is/are authorised to carry on such invention/s and intellectual properties shall to the extent of your right, title and interests therein and thereto be deemed to belong to the Company absolutely and beneficially and you shall be required to co-operate with the Company in making use of such invention/s and intellectual properties for the purpose of Company's business.

20. INTELLECTUAL PROPERTIES:

All pre-existing materials & products including and not limited to software, program, source code & object code, product or service specifications, documents, drawings, designs developed in any format, abstracts, summaries and entire new developments or any new development using existing software or product with any new ideas, modifications, enhancements or any customizations done during your service by you either individually or jointly with any person/s shall belong exclusively to Tecniplex IT Solutions Pvt. Ltd.

21. NON-SOLICITATION OF EMPLOYMENT:

You will develop relationships of special trust and confidence with the Company's customers and its employees. Such relationships of trust and confidence are of great value and importance to the Company and are for the Company's exclusive benefit. During your employment you shall not directly or indirectly expropriate any corporate opportunities or otherwise engage in any conduct adverse to the best interests of the Company and its relationships with its Customers. Specifically, during your employment, and for a one (1) year period following termination of your employment for whatever reason, you shall not, directly or indirectly, solicit employment by any Customer of the Company for whom you have provided services as an employee of the Company. Moreover, the company's relationships with its customers are governed by contracts which prohibit the offering of direct employment of the Company's employees by the Customer. Actions by you to solicit such employment will interfere with such contracts and shall constitute a breach of this agreement. If, during your employment, or during the one (1) year period following termination of your employment, you are contacted by any Customer offering you employment, you agree to notify the Company immediately in writing.

22. NON-SOLICITATION OF CUSTOMERS:

During your employment, and for a period of one (1) year following the termination of your employment for whatever reason, you shall not, directly or indirectly, solicit the business of (or otherwise deal in any manner adverse to the Company), or offer to provide any services to, any Customer of the Company (including the Customer's customer) regardless of whether or not you personally dealt with that party during your employment. If, during your employment, or during the one (1) year period following termination of your employment, any Customer of the Company offering to employ contacts you, you agree to notify the Company immediately in writing.

TECNIPPLEX IT SOLUTIONS PVT. LTD. PUNE

Division of Applex Group, Pune

CIN: U72900PN2018PTC175599

Office No. 34, 5th Floor, Galleria Apartment, Near Vidya Sahakari Bank,
Next to Hotel Sheetal, Karve Road, Mayur Colony, Kothrud, Pune 411038. Mobile : +91 9673306486
Mobile : +91 9673306486 | contact@applexinfotech.com | www.applexinfotech.com



APPLEXTM
GROUP

23. NON-SOLICITATION OF THE COMPANY'S EMPLOYEES:

During your employment, and for a one (1) year period following termination of your employment for whatever reason, you shall not, directly or indirectly, solicit the services of (or otherwise deal in a manner adverse to the Company) any employee of the Company or induce such employees to terminate his or her employment. If, during your employment, you are approached or contacted by any employee or former employee of the Company suggesting, proposing, recruiting or inducing you to terminate your employment with the Company, you agree to notify the Company immediately in writing.

24. COMMUNICATION AND ADDRESS:

You shall at all times inform the Company your latest mailing address. For sending communications, Company shall be guided by the last address as recorded by the Company and that would be treated as your latest mailing address.

25. NOTICE PERIOD:

The service with the Company may be terminated by either party giving One month notice in writing. You shall not be allowed adjustment of any unavailed leave during notice period nor would be allowed any leave during that period. Such notice shall not be deemed necessary in the case of termination of services by the Company on any disciplinary ground. In case of resignation, the Company reserves the right to relieve you any time during the notice period without paying any compensation whatsoever for the balance period. In case of your assignment to customer project, (onsite/offshore) you are expected to serve the notice period as applicable for that project deputation.

26. RETIREMENT:

You will be deemed retired from the services of the Company on attaining the age of 58 years.

27. RETURN OF COMPANY'S PROPERTIES:

You are bound on the termination of your appointment to return to the Company any property/intellectual property of the Company in your possession, including manuals, reports, technical documentation, software and hardware and correspondence etc.

28. GENERAL:

You will abide by other rules and regulations of the Company as shall be in force from time to time.

29. ARBITRATION:

Any differences or disputes which may arise between us shall be settled amicably and failing that the same shall be referred to a Sole Arbitrator nominated by the Chairman & Managing Director of our Company. The arbitration proceeding shall be held at Mumbai and will be governed by the Indian Arbitration & Conciliation Act 1996.

TECNIPPLEX IT SOLUTIONS PVT. LTD. PUNE

Division of Applex Group, Pune

CIN: U72900PN2018PTC175599



TM

APPLEX™**30. JURISDICTION:**

This appointment is subject to Pune jurisdiction.

You agree that you have read and agree to comply with, the existing guidelines and policies and those communicated time-to-time by the organization. You understand that failure to do so might result in disciplinary, termination and/or legal action.

Please sign the duplicate copy of this letter as a token of acceptance of the above terms and conditions and return it to us.

Yours Truly

I Agree and Accept

For Tecniplex IT Solutions Pvt. Ltd.

Mr. Yashodhan Natekar

Director



Shivam Rajendra Charati

TECNIPPLEX IT SOLUTIONS PVT. LTD. PUNE

Division of Applex Group, Pune

CIN: U72900PN2018PTC175599



Appointment Letter

REF NO: HR/21/MAY01

01st May, 2021

Miss. SHIVANI SANJAY BHOSALE.
Kolhapur

Subject: Letter of Appointment

Dear Miss. SHIVANI SANJAY BHOSALE

This has reference to your application and subsequent interviews you have had with **Flixir Solutions Pvt Ltd.** We are pleased to appoint you as "**Trainee Software Developer**" in its function based at **Pune.** The following terms and conditions will govern your employment:

1. Monthly Gross Salary

You will be paid a monthly gross salary of **Rs. 8,000/- (Rupees Eight Thousand Only)** per month.

2. Working Hours

Your working hours will be 9 am to 6:00 pm as per the current company policy. The company observes a 6-day work week.

3. Date of Appointment

Your date of appointment as per company records is **01/05/2021.**

4. Salary Increase

An increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be based on demonstrated results and the effectiveness of performance during the review period.

5. Probation Period

You will be on probation for a period of three months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service.

If not confirmed after three months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.

6. Leave

You will be governed by the current Leave Policy of the company for permanent employees as follows.

6.1 Casual Leave

You will be entitled to 12 working days of leave at full pay. However, the leave days should only be taken at a time most suitable for both you and your employer.

FLIXIR SOLUTIONS PVT. LTD.

Registered Address: B1-602, Lake Town Co. Op. Housing Society Ltd, Katraj Pune-411037 Tel 020-4270044

Email Id: info@flixirsolutions.com website: www.flixirsolutions.com



6.2 Sick Leave

You are entitled to up to (2) working days of sick leave at full pay.

7. Travel

Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.

8. Responsibilities

In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.

9. Retirement Age

The normal retirement age for all employees is **58 years**.

10. Notice Period

While on probation, this appointment may be terminated by either side by giving **seven days' notice** or **seven days salary instead of a notice period**.

On confirmation, this appointment may be terminated by either side by giving **two months' notice** or **two months' salary instead of a notice period**.

11. Transfer

You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.

12. Other work

Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.

13. Conflict of Interest

You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.

14. Confidential Information

You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

FLIXIR SOLUTIONS PVT. LTD.

Registered Address: B1-602, Lake Town Co. Op. Housing Society Ltd, Katraj Pune-411037 Tel 020-4270044

Email Id: info@flixirsolutions.com website: www.flixirsolutions.com



15. Contract/Bond with Previous Employers.

It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.

16. On termination

On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

17. General

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time.

Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the **Flixir Solutions Pvt. Ltd** family and trust we will have a long and mutually rewarding association.

Yours faithfully,

SHIVANI SANJAY BHOSALE.

FLIXIR SOLUTIONS PVT. LTD.

Registered Address: B1-602, Lake Town Co. Op. Housing Society Ltd, Katraj Pune-411037 Tel 020-4270044

Email Id: info@flixirsolutions.com website: www.flixirsolutions.com



Appointment Letter

Date: 14-12-2021

Dear Ms. Shrutika Hajare
B-4,1003,ARVNew Town,
Pisoli Undri,Pune,
Maharashtra - 411060

Welcome to Knoxed Infotech!

We are pleased to appoint you to the position of **E-COMMERCE EXECUTIVE** on the payroll of Knoxed Infotech.

1. Commencement of Employment

- The Date of your joining will be effective, as of 14/12/2021.

2. JOB TITLE/Designation:

- You are designated for the post of **E-COMMERCE EXECUTIVE** and your reporting authority will be **Mr Abhijit Shinde, Sales & Marketing Manager** of the company.

3. HOURS of Work and Break time:

- You have been assigned to work as a **FULL-Time** employee and are expected to follow the office timings strictly, i.e. from 11:30 a.m. to 8:30 p.m. you have to be present at the office premises during these hours. You need to log in at your desk on or before 11:30. If you do not adhere to the timings then are subjected to disciplinary action as mentioned below:

No	Timing	Amount
1	Employee coming after 11:31 am - 11:59 am	Rs 200 and must stay 30 mins further end of the day
2	Coming between 12:00 am - 3:00 pm	Half a day of wage
3	After 3:01 pm	A full day of wage

Follow Break Timings:

You are expected to follow the break time As mentioned below:

- No common break time within a department. There must be at least one member of a department present at all times.
- No breaks after 8 pm as it leads to communication issues within the company.
- There will be 2 lunch slots: 1:30pm to 2:00pm and 2:30pm to 3:00pm. The slot will be assigned to you by your manager.
- 15 mins of tea break is allowed between 4:30 to 5:30 provided you follow the department rule of at least one member has to be on his/her desk.
- If you are found breaking the rules for 4 times in a month you will be penalised Rs. 100/-(one hundred only)

1

KNOXED INFOTECH PVT. LTD.
CIN : U72900PN2015PTC154372

MarieGold Building, Office No 604, 6th Floor, Survey No. 208, Viman Nagar, Pune - 411014
Telephone : +91 - 020 - 41223290 | Web : www.knoxed.in | Email : info@knoxed.in



IT/Pune/Jan/IT00032

PRIVATE & CONFIDENTIAL

January 19th, 2021

Shweta Mohite

Pune

Dear **Shweta Mohite**,

Welcome to Appzia Technologies!

Based on your interview discussions, we are pleased to offer you the position of Trainee Web Developer, in Band 8, Level 3 with Appzia Technologies –Development Division. The gross compensation will be INR 1,20,000 /- (Rupees One Lakh Twenty Thousand only) per annum.

The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure. At Appzia Technologies, we believe we have a historic opportunity of building a world class company. We also believe we are very unique in several ways –our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfil your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

You shall carry out all directions given to you by the Management whether in writing or not you shall carry out the duties of your employment honestly and with all diligence to the best of your skill and ability. Any refusal on your part to carry out such reasonable orders of the Management will amount to insubordination and willful misconduct and will expose you to disciplinary action.

You shall all the times, perform your duties diligently to the best of your knowledge that may be entrusted to you from time to time by the management. The Company may assign any relevant task to you based on your versatility & need of the time to which you shall perform to the satisfaction of the management.

You shall devote the whole of your time and attention to the business of the Company and shall not without the consent of the Company be engaged or interested or concerned, whether directly or indirectly in any other business or occupation of any kind whatsoever. You will maintain the secrecy of confidential company matters which may come to your Knowledge and possession in the course of your knowledge and possession in the course of your services with us. You shall remain faithful to the Company, irrespective of any reason. You will keep all the



records safely entrusted to you during the course of your service with the company & they will remain to be company's property at all times.

Your Subject to as herein provided, the Company will be entitled to determine your employment if you become incapable in the opinion of the Company, of efficiently and properly carrying out the duties allotted to you, whatever may be caused of such incapacity and this employment shall in any event be determinable by either party by giving one calendar months' notice of intention to terminate the employment or one month's gross salary in lieu of the notice period.

During your employment, if you are found guilty of disobedience, indiscipline or indulged in any such activity which are unfavorable to the interest of staff or the organization at large, then in all such cases your services will be terminated without any notice and salary in lieu of notice or otherwise.

During the period of notice you shall not abandon the services unless the Management agrees to relieve you earlier and you will continue to be governed by the rules and regulation of the Company.

You shall be bound at the termination of the employment, however arisen, to return to the Company any of the property to the Company in your possession including correspondence which you may have conducted, whether semi officially or otherwise, in connection with the business of the company or on its behalf

This offer of employment is contingent upon you fulfilling the background verification process and clearing training that the organization will conduct. We look forward to you joining us at our Pune office on January 25th, 2021 at 8am. Please keep your recruiter informed, in case of advancement in the joining date. Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned before January 25th, 2021.

Yours Sincerely,

For Appzia Technologies

A handwritten signature in black ink, reading "Rahul Parab", with a horizontal line underneath.

Rahul Parab

Director



Shruti Jamsandekar <ssjamsandekar@siberindia.edu.in>

CSIBER Students list

Sandip Khot <sandipk@alohatechnology.com>

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

Hi Shruti,

We have shortlisted following candidate, please ask him to report at Aloha office Baner on October 1, 2019, at 11 am

Shubham Shinde

List of Documents:

1. Educational Certificates & Marksheets (10th, 12th, Graduation & Post Graduation)
2. Pan Card
3. Aadhar Card
4. Driving License
5. Experience / Relieving letters of previous employers
6. Pay-slips of last 3 months of last company
7. 4 Colour passport size photos
8. 2 Cancelled cheque or Copy of Bank Passbook front page.

Thanks,

Sandip Khot**Aloha Technology Pvt. Ltd.****P:** +91 98 232 54 788**Skype:** khot.sandip

[Quoted text hidden]



CABLE ADVERTISEMENT ► NEWS NETWORK ► PRODUCTION

CABLE ADVERTISEMENT ► NEWS NETWORK ► PRODUCTION

Date: 06th April 2021

To,
Simran Muktar Makandar,
Kolhapur.

Respected Madam,

We are pleased to inform you that you have been selected for the post of Junior Accountant for full time from 05th April 2021 at Channel B. We are sure you will in all sincerity work hard to achieve the tasks expected of you and do everything in the interest of the betterment of this organisation.

THANKING YOU.

Yours Sincerely,

For CHANNEL B

Authd. Sign.



CS No. 446, 3rd Floor, Kailash Towers, Assembly Road, Station Road Corner, Kolhapur - 416001 Ph. No. (0231) 6684636, 6684535

Scanned with CamScanner

19-20

SHIMPUKADE QUALITY COMPONENTS PVT.LTD.

Works & Office -W-11 Gokul Shrigaon MIDC,Kolhapur.416234

Date: March 30, 2021

To,
KARISHMA RADHESHYAM PAREEK
1141,E FL.NO.B/6 Indrayani Soc.Skyes Extension,
Kolhapur.

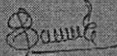
Subject: JOINING LETTER

Dear Mr. /Miss

With reference to your application and subsequent interview with us, we are pleased to appoint you as ACCOUNT ASSISTANT in our organization.

Date of Joining: You have joined us on 28 March 2021.

For Shimpukade Quality Components Pvt.Ltd.


HR Officer



1-9-20
20-21
2019-20



SP INFOTECH

Reg. Office : H. No. 46/1, At-Dardewadi, Post-Gavase, Tal-Ajara, Dist. Kolhapur
Office : 202B/23, D. Bhagathi Apartment, Basement, Mohalsami Nagar, Subhash Road, Kolhapur.
Mob. 8805009661/3 Email : spinfotech@gmail.com

Ref. No. :

Date :

Date: - 13 Sept 2021

To,

Thilb Khadbuddin Depari
E Ward 168, Near Hotel Woody's Sadar
Bazar Kolhapur-416003

SUBJECT: - JOINING LETTER

Dear Mr/Miss

With reference to your application and subsequent interview with us, we are
Pleased to appoint you as Accountant in our organization.

Date of Joining you have joined us on 23 Aug 2021

For SP INFOTECH


Proprietor Signature





7 March 2022

JEDI SOFTWARE ENGINEERING LLP
a part of Symplr
Prestige Technostar, Building 2, 3rd floor
Doddenakundi Industrial Area, Phase 1
Bengaluru 560048

Shweta Sanjay Deshpande

Bangalore

Subject: Offer of employment

Dear Shweta Sanjay Deshpande,

Welcome to symplr.

We are pleased to offer you the position of **Quality Assurance Engineer Associate** in the **Professional Band (PB)** at symplr (legal entity name JEDI SOFTWARE ENGINEERING LLP). You will be reporting to **Sumit Sethi – Director of Engineering**. This position will be based in **Bangalore**, at our Prestige Technostar office, Jedi Software Engineering LLP (**Employer**).

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment and the Proprietary Information, Inventions, and Non-solicitation Agreement attached as Annexure B and C respectively.

Please confirm your acceptance of enclosed Terms and Conditions of Employment and the Proprietary Information, Inventions, and Non-solicitation Agreement to your HR Manager.

On behalf of the Employer, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Please sign in the space provided below and return the same to us within 7 days from the date of this letter. Our offer shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time.

Yours sincerely,
For Jedi Software Engineering LLP

Smita Singh
Vice President of Engineering

Signed on 7 March 2022

Enclosures:

- Annexure A - Compensation & Benefits
- Annexure B - Terms and Conditions of Employment in duplicate
- Annexure C - Employee Innovation and Proprietary Information Agreement in duplicate
- Annexure D – Joining Formalities

Acceptance

I hereby accept the terms and conditions set out in this offer of employment with Jedi Software Engineering LLP. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Signature :

Name :

Annexure C

PROPRIETARY INFORMATION, INVENTIONS, AND NON-SOLICITATION AGREEMENT

THIS PROPRIETARY INFORMATION, INVENTIONS, AND NON-SOLICITATION AGREEMENT ("Agreement") is executed on 21 March 2022.

BETWEEN

Jedi Software Engineering LLP (the "LLP"), having its registered address at Unit 2, 3rd Floor, Building 2, Prestige Technostar, Karthik Apartment, 5th Cross Rd, Doddanakundi Industrial Area 2, Phase 1, Kempegowda Nagar, Bengaluru - 560048, along with its parents, affiliates, successors, assigns and its direct and indirect subsidiaries (including, but not limited to, API Healthcare Corporation ("API")), (together with the LLP, the "Group Company Parties");

AND

Mr./Ms. [Shweta Sanjay Deshpande], residing at [Bhavani Apartment, Tarabai park, Kolhapur-416003] (the "Employee").

WHEREAS:

1. The LLP is engaged in the business of *inter alia* developing and selling computer software.
2. The LLP possesses Confidential Information (as hereinafter defined) relating to *inter alia* its current and future services and products, employees, compensation, personnel information, customers, business plans, alliances, investments, and general business operations.
3. The Employee has entered into an employment relationship with the LLP by way of an employment agreement dated [●] and in connection therewith the Employee may receive or use the Confidential Information or create new confidential information, intellectual property and such other materials for the LLP.
4. The Employee hereby acknowledges and agrees that the terms and conditions of this Agreement are effective as of the first date of the Employee's employment for any of the Group Company Parties (the "Effective Date").

1. CONFIDENTIAL INFORMATION PROTECTIONS.

1.1 Nondisclosure; Recognition of LLP's Rights.

At all times during and after the course of Employee's employment/ association with the Group Company Parties, the Employee shall hold in confidence and not disclose (whether directly or indirectly), use, lecture upon, or publish any Confidential Information (defined below), except as may be required in connection with his/her work for the Group Company Parties, or as expressly authorized by the LLP's designated partners (the "DP"). The Employee will obtain the DP's prior written approval before publishing or submitting for publication or disclosing any material (written, oral, or otherwise) that relates to his/her work at the LLP and/or incorporates any Confidential Information. The Employee hereby irrevocably and unconditionally assigns to the LLP any rights he/she may have or acquire in any and all Confidential Information and recognize that all Confidential Information shall be the sole and exclusive property of the LLP and its assigns.

1.2 Confidential Information. The term "Confidential Information" shall include any and all confidential knowledge, data or information of the Group Company Parties whether or not indicated as being 'confidential'. By way of illustration but not limitation, "Confidential Information" includes (a) all past, current and planned products or services, fees, costs and pricing structures, market studies, research, business plans and investment analyses, investors, partners, distributors, historical financial statements, financial projections and budgets, employee personnel files and compensation information, personnel training techniques and materials and similar and

related information, based in whole or in part on any information included in the foregoing

(b) designs and specifications, data and analyses, drawings, blue prints, photographs and reports, computer software, including operating systems, applications and program listings, flow charts, manuals and documentation, databases and database technology, algorithms, formulae, mask works, source code, object code, computer languages, hardware configuration information, accounting and business methods, inventions, devices, new developments, methods and processes, whether patentable or unpatentable and whether or not reduced to practice, copyrightable works, technology, trade secrets, improvements, discoveries, developments, designs and techniques and any other proprietary technology and all Intellectual Property Rights therein;

(c) information regarding research, development, new products, marketing and selling, business plans, budgets and unpublished financial statements, licenses, prices and costs, margins, discounts, credit terms, pricing and billing policies, quoting procedures, methods of obtaining business, forecasts, future plans and potential strategies, financial projections and business strategies, financing and capital-raising plans, activities and agreements, internal services and operational manuals, methods of conducting the business of the Group Company Parties, suppliers and supplier information, and purchasing;

(d) information regarding customers and potential customers of the Group Company Parties, including customer



VENKATESHWARA HATCHERIES PVT. LTD. (Ventri Biologicals, Vaccine Division)

Correspondence Address : 31 Kms, Pune-Panshet Road, P.O. Ginnagar, Pune 411025 (M.S.) India

Tel.: 020-24387474, 24387471, 7796686744, 7796686745

CIN No.: U0122AP1971PTC001422 Website : www.venkys.com Email : ventri.bio.malkhed@venkys.com



VBD/PER/2021/ 1569

July 29, 2021

Mr. Akash Appaso Herekar
At. Po. Mugali,
Teh. Gadhingalaj,
Dist. Kolhapur

Dear Sir,

This has reference to your application dated 13/07/2021 and the subsequent interview you had with us, the Management is pleased to appoint you as **OFFICER – QUALITY CONTROL** in our Organisation, on the following terms and conditions: -

1. Your appointment as **OFFICER – QUALITY CONTROL** in Grade VII is effective from 2nd August, 2021.

Initially you will be on probation for a period of six months which may be extended at the discretion of the Company.

You shall be deemed to be continued as a probationer, until confirmed in writing. On successful completion of the period of probation the company may at its discretion confirm you in service.

You will be required to conform to and follow all the rules & regulations of the company in force and brought into force from time to time



GLOBAL ENVIRO TECH SERVICES

(Water and Waste Water Engineering)

09. It is understood and agree that this engagement after confirmation may be terminated by either party by giving to the other at any time, notice in writing of one month else you have to pay one Month Salary. The termination shall effect at the end of such notice period.
10. At the time of separation you are required to handover your duties and responsibility to whom the reporting authorities directs and the details handovers note need to be signed by your reporting authorities.

We wish all the very best for your future in the company.

You are requested o signed this letter, signifying your acceptance of the same, for company records

Your's faithfully,

For Global Enviro Tech Services

Authorized Signatory



Mumbai - Shop No. 42, Consept Unnathi CHS, Sector-21, Shilp Chowk, Kharghar, Navi Mumbai -410210.

Pune - 207, Konark Plaza, Wagholi-Kesnand Road, Wagholi. Tal - Haveli Dist, Pune - 412207

(RO) Solapur - LGF- 85/86, The Square Mall, Juni Mill Compound, Murarji Peth, Solapur - 413001

Contacts : 09860840909, 07875157070

E-mail: gets7070@gmail.com sawantmadhukar@rediffmail.com Website : www.gets.ind.in

Appointment Letter

Date:27.04.2022

To,

Sangram Nandkumar Hujare
Kolhapur.

Sub: Appointment for the post of Trainee Environmental Officer.

Ref: Appointment letter year 2022

Dear Sir/Madam,

You are appointed for the above-mentioned post on the following terms and Conditions. ALL the terms and conditions mentioned herein below are obviously subjected to relevant provisions of the Constitution of India, Laws, Rules, Guidelines of mandatory nature that are applicable today and/or shall be made applicable from time to time. Law of the land is almost important and supreme and is binding both of us as well. Any and/or every inconsistency to that extent in this service Contrast Shall automatically stand corrected as per the applicable Law/s

You are hereby appointed for the post of Environmental Officer (Supervisor) on a Total Salary (CTC) of Rs 16,000 per month all-inclusive. (In hand Salary of Rs 12000 per month) This is the total figure inclusive of everything, all lawful benefits

Our liability ends in full by handing over the Total salary every month. if any employee wishes to avail of these benefits or its statutory obligation on our part, the proportionate deduction will be made in the TOTAL salary at the time of monthly payment. The amount thus retained by the company will be used for the fulfillment of the cause without any additional permission of the employees.

Drinking liquor, smoking, or consuming tobacco/drug or similar items on duty OR involved in any criminal offense, will cause immediate termination of your Service. Duty hours include all the duration during the duty hours also. No such drinks or Smoking is permitted while on duty & during the duty the whole of the period on outstation duty and/or at the client's site. This violation shall be further treated as resignation without intimation. This condition will be seriously enforced without exceptions

The minimum services contract period is ONE YEAR at a time. We will always positively Renew the contract on your willingness to continue the service. If you want to leave the job at any time, you will have to issue and

serve a notice in writing ONE month in advance if you desire to leave the job during this contract period.

You will be fully responsible for the work entrusted to you and the mistakes of the staff members under your instruction and control. Any damage caused jointly and/or penalty fine/cost levied or recovered by the client shall be joint.

Any leave application must be submitted at least THREE days in advance in writing. Leave applications for more than 7 days should be submitted at least one month in advance. All these leaves are however without pay only since the relevant cash benefits are already included in the TOTAL salary. Un-sanctioned leave will affect your place of posting confirmation, increments, seniority, promotion, and perks. No half-day leave is admissible.



Premnath Thakur 9763852125
AUTHORIZED SIGNATORY
Mahabal Enviro Engineers Pvt. Ltd.

Date: 27th April 2022,

Place: PUNE



GLOBAL ENVIRO TECH SERVICES

(Water and Waste Water Engineering)

09. It is understood and agree that this engagement after confirmation may be terminated by either party by giving to the other at any time, notice in writing of one month else you have to pay one Month Salary. The termination shall effect at the end of such notice period.
10. At the time of separation you are required to handover your duties and responsibility to whom the reporting authorities directs and the details handovers note need to be signed by your reporting authorities.

We wish all the very best for your future in the company.

You are requested o signed this letter, signifying your acceptance of the same, for company records

Your's faithfully,

For Global Enviro Tech Services

Authorized Signatory



Mumbai - Shop No. 42, Consept Unnathi CHS, Sector-21, Shilp Chowk, Kharghar, Navi Mumbai -410210.

Pune - 207, Konark Plaza, Wagholi-Kesnand Road, Wagholi, Tal - Haveli Dist, Pune - 412207

(RO) Solapur - LGF- 85/86, The Square Mall, Juni Mill Compound, Murarji Peth, Solapur - 413001

Contacts : 09860840909, 07875157070

E-mail: gets7070@gmail.com sawantmadhukar@rediffmail.com Website : www.gets.ind.in



GLOBAL ENVIRO TECH SERVICES

(Water and Waste Water Engineering)

APPOINTMENT LETTER

Name: - Ms. Arati Tukaram Chavhan

Date : Sept. 07th, 2020

Employee Code : - GETS/EMP./0009

We have pleasure in appointing you as "Assistant Manager - O & M" in our company, effective from 7th Sept, 2020, on the following terms and conditions;

01. You will be entitled to get CTC of Rs. 12000/- per month and shall be increase as per your performance and company rules.
02. You would be required to work from 9.30 am to 6.00 pm., this timing is subjected to change and organization has the right to change it as and when required.
03. You will get all the company declared Holidays with weekly Sunday off.
04. You shall be responsible to meet all requirements under Indian taxes laws, including tax compliance and filing of returns.
05. You shall while in the service of the company, devote your full time and attention exclusively for the company's work and responsibility assigned to you. You shall not engage in any other commercial / business pursuit, either part time or otherwise for any monetary gains.
06. You shall be obliged to follow the work processes, technical standards, protocols and general instructions issued thereof, and services rules of the company as in force and / or amended from time to time.
07. If any information furnished or declaration given by you in regards your employment to the company is found to be false or any material information will fully suppressed, your appointment would be liable for termination.
08. The origination is reserved its right at any time to transfer staff to other places or other sister concern company existing or may form in future.

Mumbai - Shop No. 42, Consept Unnathi CHS, Sector-21, Shilp Chowk, Kharghar, Navi Mumbai -410210.

Pune - 207, Konark Plaza, Wagholi-Kesnand Road, Wagholi. Tal - Haveli Dist, Pune - 412207

(RO) Solapur - LGF- 85/86, The Square Mall, Juni Mill Compound, Murarji Peth, Solapur - 413001

Contacts : 09860840909, 07875157070

E-mail: gets7070@gmail.com sawantmadhukar@rediffmail.com Website : www.gets.ind.in

Date: 18 October 2021

OFFER LETTER

Dear Onkar Tamgave,

This is further to your interview, we are pleased to inform you that you have been selected for the position of Chemist in Power - Operations and Maintenance division at Thermax Limited. .

Congratulations for the same !!!

We are pleased to make the enclosed offer.

Kindly send a confirmation through mail on the acceptance of the offer indicating your date of joining. The enclosed offer is going to be valid subject to your clearing the medical examination as prescribed by our organisation. In case we do not receive offer acceptance from you within 7 days of receipt of the offer, the said offer will stand null and void.

In case you have any queries, please feel free to contact the undersigned.

For Thermax Limited.

Vivek Jagtap
Management Trainee

This is system generated offer and signature is not mandatory.

SALARY BREAKUP

Employee Name	Onkar Tamgave
BU	Power
SBU	Operations and Maintenance
Department	Operations
Position	Chemist
Location	Oriental Yeast India Pvt Ltd
Employment Type	Fixed Term Employment
Tenure	24 months
Components	Amount (Rs.)
(A) Monthly	
Basic	₹15,000.00
HRA	₹750.00
Special Allowance	₹5,950.00
Sub Total (A) p.m.	₹21,700.00
(B) Retirals	
Provident Fund	₹1,800.00
Sub Total (B) p.m.	₹1,800.00
Gross Total (A+B) p.m.	₹23,500.00
Grand Total (CTC) p.a.	₹282,000.00

You will also be covered under the prevailing policy of Group Personal Accident and Group Mediclaim of Thermax.

This is system generated offer and signature is not mandatory.

Important Note -

Our salary offer is structured, based on various factors including interview assessment, role-person fitment, internal parity across company and alike. Therefore, your compensation is unique to you. You are expected to seek any clarification from HR. Thermax as a policy ensures confidentiality of compensation and does not encourage any comparisons.

This offer is computed based on facts provided by you during the interview and in our personal data form. During verification of the facts at the time of your joining, if any mismatch is found, Thermax management will reserve the right to revoke the offer.

I, Onkar Tamgave residing at Udgaon Ves Patil Galli, Miraj Dist, Sangli, India, Maharashtra - 416410, state that I have understood the terms and conditions mentioned herein above and hereby accept the same.

Signature :

Date :

This is system generated offer and signature is not mandatory.

THERMAX LIMITED SAI CHAMBERS, 15, MUMBAI-PUNE ROAD, WAKDEWADI,
PUNE 411 003, INDIA ☐ TEL : (020) 66414000, 66414001 DFAX: (020) 25541
042

Website: www.thermaxindia.com ☐ IT PAN – AA ACT3910D

Customer Care : 18002090115 (India Toll Free)

Human Resources Division



Date: 12/11/2021

Omkar Ramesh Kore
A/P-Hanimanal, Tal- Gadhinglaj, Dist
123

Kolhapur-416501

TERMS OF ENGAGEMENT FOR FIXED PERIOD

Dear Omkar Ramesh Kore,

This has reference to your interview with us. Considering your special skills, you are being appointed as Chemist in Power - Operations and Maintenance division and will be based at Oriental Yeast India Pvt Ltd. The Company requires your services for a period of 24 months with effect from 04/10/2021.

The company may in its sole discretion extend the term of your engagement by issuing separate written orders. Please note that you shall stand relieved from the engagement w.e.f. 04/10/2023 unless extended by written order.

During your engagement with the company you will be governed by following terms and conditions.

1. **Remuneration:** You will be paid monthly wages as per Annexure A.
2. **Deliverables:**
 - To Operate and Maintain RO & DM Plant
 - To train chemist for day to day lab testing activities.
 - To prepare monthly chemical report.
3. **Terms:**
 1. **Working Hours:** The timing of our general shift is 08:40 hrs to 17:40hrs. However, please note you will be governed by working hours as decided by the company to suit its business needs.
 2. **Weekly Off:** You will have a six days working pattern. The weekly off day will be as decided by the company to suit its business needs.

3. **Deployment:** The Management has the right to deploy you from one job to another during your period of engagement after considering your skills.
4. **Travel:** Whenever you are required to undertake travel on account of Company work, you shall be entitled to claim reimbursement as per Company rules.
5. **Provident Fund:** You will participate in the provident fund scheme as applicable under the Provident Fund Act.
6. **Medical test:** During your engagement with company, you shall have to undergo medical examination at any time from the Medical Officer appointed by the Company.
7. **Intellectual Property Rights:** During the tenure of your engagement with the Company, you shall have exposure and access to various novel and proprietary designs and technologies related to the company's business and existing and futuristic product range. All such information forms a vital part of the intellectual and technological property of the company. It is therefore obligatory for you to make sure that during your future professional career either in any other organization or as an individual, you shall neither divulge and/or share any such information, nor make use of any such information related to company's products and technologies for whatsoever reasons. In connection with all the product patents that have been effective and in force prior to the date of your leaving this company and the designs and technologies of the products that you have access to, it is obligatory for you to make sure that, during your future professional career you do not involve yourself in design, development, manufacture or any other activity related to the products covered by the patents and/or product technology, as mentioned above in a manner that can lead to infringement of the rights of the aforesaid by your prospective employer or by yourself as an individual.

Kindly be advised that infringement of patents rights is an offence under Patents Act, 1970 and the company has lawful rights to initiate suitable legal action against any person or entity involved in the infringement of the patents rights and/or Intellectual Property Rights of the Company.

8. **Loss or damage to property / low productivity:** The Company has the right to suspend you, pending enquiry without any wages, compensation or allowances, if any of your actions lead to loss or damage to Company property or you fail to deliver/perform as agreed.
9. **Notice Period:** Your engagement may be terminated by the Company by giving you 30 days' notice in writing or wages in lieu thereof without assigning any reason, and on expiry of such notice or on making such payment, your engagement shall stand terminated. For the purpose of notice pay, the Company shall consider 30 days wages as value of notice pay per month; however company reserves the right to accept such payment in lieu of notice period. The company shall have right to recover the shortfall in notice period to be served, if any. However notwithstanding anything contained elsewhere, if the said termination is due to your actions involving moral turpitude or dishonesty in connection with the Company's business and/or due to you causing breach of any of the terms and conditions mentioned in your letter of engagement, the Management reserves the right to terminate your services forthwith, without any notice and/or pay in lieu thereof.

If you wish to terminate this contract of engagement, you must give 30 days notice and serve the Company until the expiry of the said notice.

10. **Non-Compete:** In consideration of the terms and conditions agreed between the Company and you, you shall hereby undertake that during the term of this engagement not to be associated with or in service of or be Consultant, Retainer or be in any advisory contractual or non-contractual form associated with any organization, Company or firm or Industry Association or individual whether or not in combination with each other in the same business or businesses as the ones Thermax is in or otherwise.

This forms an integral part of terms and conditions of your engagement with

Thermax Limited for the period mentioned earlier.

11. **Confidentiality:** You shall maintain at all times, absolute secrecy and confidentiality about all matters what so ever relating to the business of the Company that you may acquire by virtue of your engagement, and

undertake not to disclose any such information or part with any documents including but not limited to drawings, designs, know - how and / or any such Proprietary information and / or Intellectual Property Rights of the Company to any third party whilst in the engagement of the Company or thereafter.

12. **Leave:** You will be entitled to 21 days leave per annum on a pro-rata basis during the contract tenure.

13. **General:**

i. You shall maintain discipline in the company and shall be governed by the rules and regulations formed by the company and changes made therein from time to time.

ii. Your engagement is based on your special skills and special requirement and hence it is expected that you shall give maximum deliverables, failing which the management has the right to terminate your services.

iii. You are required to submit your permanent address to the company immediately on joining. Any changes made therein should be communicated in writing. Any communication made on the address furnished by you is binding on you and shall be deemed to be proper service.

iv. Any information furnished by you, if found to be incorrect / false or inadequate, shall result in termination of this contract of engagement automatically.

4. Reporting:

Your reporting relation would be informed to you on joining. Kindly communicate your acceptance of this engagement by signing a copy of this letter and returning it to us.

Thanking You

Yours sincerely
For Thermax Limited.



Nutan Kallur

Group HR Head - Power

ANNEXURE A SALARY BREAKUP

Employee Name	Omkar Ramesh Kore
BU	Power
SBU	Operations and Maintenance
Department	Operations
Position	Chemist
Location	Oriental Yeast India Pvt Ltd
Employment Type	Fixed Term Employment
Tenure	24 months
Components	Amounts
(A) Monthly	
Basic	15,000
HRA	750
Lunch	0
Special Allowance	5,450
Site Hardship Allowance	0
Sub Total (A) p.m.	21,200
(B) Retirals	
Provident Fund	1,800
ESIC	0
Sub Total (B) p.m.	1,800
Gross Total (A+B) p.m.	23,000
Grand Total (CTC) p.a.	276,000

You will also be covered under the prevailing policy of Group Personal Accident and Group Mediclaim of Thermax.

Yours sincerely
For Thermax Limited.



Nutan Kallur

Group HR Head - Power

ANNEXURE B

COMPENSATION UNDER EMPLOYEE'S COMPENSATION ACT, 2017

The company shall pay compensation in accordance with the provision of Employee's Compensation Act 2017 in case of an injury caused to an employee due to accident arising out of and in course of employment. However, the company will not be liable to pay any compensation under the following circumstances

- a. Any injury which does not result in total or partial disablement for a period exceeding three days
- b. Injury not resulting in death or permanent total disablement, caused by an accident which is because of
 - 1. The employee being under the influence of drinks or drugs
 - 2. Employee's disobeying an order or a rule for the safety of employee
 - 3. Employee's wilfully removing or not following guidelines for the use of safety guard or other device provided for safety.

Eligible legal compensation will be calculated & paid in accordance with provisions of the Employees Compensation Act 2017.

I have read & understood the above related to compensation in the event of an accident.

I, Omkar Ramesh Kore residing at A/P-Hanimanal, Tal- Gadhinglaj, Dist 123 Kolhapur-416501, state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature : _____

Date : _____



GLOBAL ENVIRO TECH SERVICES

(Water and Waste Water Engineering)

APPOINTMENT LETTER

Name: - ~~Miss~~ Pranouti Rajendra Magdum

Date: - Sept. 07th, 2020

Employee code : - GETS/EMP/0008

We have pleasure in appointing you as "Assistance manager Proposal" in our company, effective from 7th Sept, 2020, on the following terms and conditions;

01. You will be entitled to get CTC of Rs. 12000/- per month and shall be increase as per your performance and company rules.
02. You would be required to work from 9.30 am to 6.00 pm., this timing is subjected to change and organization has the right to change it as and when required.
03. You will get all the company declared Holidays with weekly Sunday off.
04. You shall be responsible to meet all requirements under Indian taxes laws, including tax compliance and filing of returns.
05. You shall while in the service of the company, devote your full time and attention exclusively for the company's work and responsibility assigned to you. You shall not engage in any other commercial / business pursuit, either part time or otherwise for any monetary gains.
06. You shall be obliged to follow the work processes, technical standards, protocols and general instructions issued thereof, and services rules of the company as in force and / or amended from time to time.
07. If any information furnished or declaration given by you in regards your employment to the company is found to be false or any material information will fully suppressed, your appointment would be liable for termination.
08. The origination is reserved its right at any time to transfer staff to other places or other sister concern company existing or may form in future.

Mumbai - Shop No. 42, Consept Unnathi CHS, Sector-21, Shilp Chowk, Kharghar, Navi Mumbai -410210.

Pune - 207, Konark Plaza, Wagholi-Kesnand Road, Wagholi. Tal - Haveli Dist, Pune - 412207

(RO) Solapur - LGF- 85/86, The Square Mall, Juni Mill Compound, Murarji Peth, Solapur - 413001

Contacts : 09860840909, 07875157070

E-mail: gets7070@gmail.com sawantmadhukar@rediffmail.com Website : www.gets.ind.in

Infinium Global Research LLP

Flat No. B/503, S.No. 22, Hissa No. 10, Vastu River Nest, Ravet,
Pune, MH - 412101.
+ 919923950043

Date: 1st April 2022

Dear Adinath,

It is our great pleasure to send you this offer letter to work as a **Research Associate** at our organization, **Infinium Global Research LLP**. With reference to your application and subsequent test and interview, we are pleased for you to join the company on the following terms and conditions:

1. Date of appointment

Your role as a Research Associate will begin with effect from 1st April 2022. The probation period will be of 6 months: April 2022 to September 2022.

2. Remuneration

During the probation period, you will be entitled to receive Rs. 20,000 per month as Gross Salary, which will undergo PF, PT and ESIC deductions (subject to government policies and appliances). You will be paid directly through the company bank account.

Salary Breakup:

Particulars	Monthly (INR)	Annually (INR)
Basic Pay	13,500	1,62,000
House Rent Allowance	6,500	78,000
Other Allowances	0	0
Total Gross Salary	20,000	2,40,000
Deductions		
(-) Professional Tax	(200)	(2400)
(-) Provident Fund	(1,620)	(19,440)
(-) Employee State Insurance	(150)	(1,800)
Net Earnings	18,030	2,16,360
Employer Contribution		
Employees Provident Fund	1,620	19,440
Employee State Insurance	650	7,800
Package (CTC)	22,270	2,67,380

Date: 4th January 2022

Name: Aloys Minani
Alien ID NO: 10235061
P.O. Box
Email: alloys@biggersteel.co.ke
Tel: +254759000709

Dear Sir,

RE: APPOINTMENT AS THE OPERATIONS MANAGER

We are pleased to inform you that you have been appointed for the post of "**Operations Manager**".

Here-below please find full details of this appointment as per BSH Human Resource Manual Ref. BSHL-HRM-22.

1. Employment

The Employee agrees that s/he will at all times follow the rules and regulations as laid down in the BSHL Human Resource Manual Ref. BSHL-HRM-22 paragraph 4.0.

2. Contract Period & Remuneration

This contract is permanent employment commencing on **1st January 2022**. The employee's Gross (Before deductions) remuneration is on your pay slip.

3. Probation Period

As per the company policy, and clause 3.1 of the BSHL Human Resource Manual Ref. BSHL-HRM-22 paragraph 3.0. the first **3 Months** of employment shall constitute a probationary period after which period the Employer shall undertake a performance review and shall either confirm you in writing, or extend the probation, or in its absolute discretion, terminate the employment if the performance is below expectation and in any instances of disciplinary proceedings, as per the Employment Act, the Laws of Kenya.

4. Working Hours

The working hours are from 8.00 a.m. to 5.00 p.m. and 8.00 a.m. to 12.00 p.m. on Saturdays. Working hours will be subject to adjustments according to work schedules.

5. Duties & Responsibilities

As an **Operations Manager**, the Employee is required to perform the following duties and responsibilities professionally.

- Provide inspired leadership for the organization.
- Make important policy, planning, and strategy decisions.
- Develop, implement, and review operational policies and procedures.
- Assist HR with recruiting when necessary.
- Help promote a company culture that encourages top performance and high morale.
- Oversee budgeting, reporting, planning, and auditing.
- Work with senior stakeholders.
- Ensure all legal and regulatory documents are filed and monitor compliance with laws and regulations.
- Work with the board of directors to determine values and mission, and plan for short and long-term goals.
- Identify and address problems and opportunities for the company.
- Build alliances and partnerships with other organizations.
- Support worker communication with the management team.

6. Leave

The employee shall be entitled to annual leave for **21 days**. You shall also be entitled to 14 (Fourteen Days) Paternity leave commencing on the delivery of the baby.

7. Performance Reviews

The Employee will be provided with a written performance appraisal quarterly and it is expected at all times the employee shall present written evidence against each header that will be reviewed and fully discussed.

As per the BSHL Human Resource Manual Ref. BSHL-HRM-22, Disciplinary, Promotions, Bonuses, Salary reviews shall be pegged on merit and performance which is determined from the periodic reviews.

8. Termination of Employment

The employer may terminate this contract for violation of the BSHL Human Resource Manual Ref. BSHL-HRM-22 and any other law among other reasons that include but not limited to;

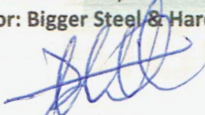
- a) If the employee willfully disobeys the proper and lawful instructions and/or orders of any of your supervisors and the organization.
- b) Insubordination, indiscipline or any misconduct whilst on the institution's premises or at any time by bringing the institution into disrepute.
- c) An act in breach of the standards terms of employment under the Employment Act of the Laws of Kenya.
- d) Following issuance three warning letters.
- e) The Employee may at any time terminate this contract of his/her employment by giving not less than One Month written notice to the Employer or by paying an equivalent of one month's salary in lieu of Notice.
- f) The Employer may at any time terminate this agreement of employment by giving not less than One Month written notice to the Employee or by paying an equivalent of one month's salary in lieu of Notice.

Should you accept this offer, it is your duty and obligation to acquaint yourself with the provisions of the BSHL Human Resource Manual Ref. BSHL-HRM-22 and ensure you comply at all times.

We are happy to have you in our organization.

Yours sincerely

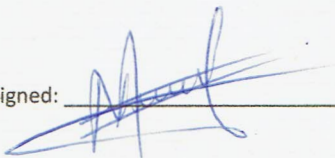
For: Bigger Steel & Hardware Ltd



David Kinyua
Human Resource Manager



I, **Aloys Minani** of Alien ID No. **10235061** hereby accept your offer of employment upon above stated terms and conditions.

Signed: 

Date: 5th Jan 22



+254 777 345 035



P.O. Box 19131 - 00100, Nairobi Kenya
Namanga - Isinya Road.

SIBER Trust's
D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR
Roll Call 2019-20 : MSW – II– A Group

Co-ordinator: Dr.B.N.Patil

Name of the faculty: _____ Subject: _____ Sem-----

Sr. No.	Name	Date						Total Present	Total Absent
1	Agase Sagar Arjun								
2	Asadi Neha Ananda *								
3	Asanekar Tushar Pandurang								
4	Awade Neha Pramod*								
5	Bhangare Pradip Ramnath								
6	Chendake Kasturi Ganpati*								
7	Chopade Namuvel Ashok								
8	Chougule Shekhar Surendra								
9	Dabhade Omkar Mohan								
10	Desai Harshvardhan Tanaji								
11	Desai Samina Dilawar*								
12	Deshmukh Suyog Rajendra								
13	Devkar Triveni Gajanan*								
14	Dhanawade Pooja Dilip*								
15	Handage Rajendra J.								
16	Hebule Prabhakar Laxman								
17	Hudali Anup Jeevan								
18	Hulkatti Suraj Ashok								
19	Ide Swapnil Balasaheb								
20	Inamdar Prathmesh Sanjay								
21	Jadhav Omkar R.								
22	Jagtap Akshay Hanamant								
23	Janwade Srushti Shivaji*								
24	Kadam Robin Manoj								
25	Kamble Asavari Tanaji*								
26	Kamble Umesh Raghunath								
27	Kandekari Prasad Satish								
28	Kasar Amar Balkrishna								
29	Kore Suyog Bhimrao								
30	Koli Rohit Gajanan								
31	Kulkarni Dhananjay Sanjay								

Sr. No.	Name	Date						Total Present	Total Absent
32	Lalge Aniket Anil								
33	Mane Ajay Manohar								
34	Momin Simran Salim								
35	Morde Sanket Krishnat								
36	Mulani Karina Mahamad*								
37	Nikam Smita Eknath*								
38	Patil Mayur Dattatray								
39	Patil Prajakta Vishnu*								
40	Patil Swastik Sarjerao								
41	Patil Tushar Rangrao								
42	Patole Vaishnavi Vitthal*								
43	Pawar Akshay Dilip								
44	Pawar Rushikesh Dilip								
45	Pisal Subham Suryakant								
46	Pol Dhananjay Dadaso								
47	Rasal Mangesh Madhukar								
48	Sakate Manish Yuvraj								
49	Shinde Aishwarya Prakash*								
50	Shinde Priyanka Vitthal*								
51	Waghmare Vishal Sahebrao								
52	Yedage Kiran Raghunath								

Faculty Signature

CSIBER Trust's
D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR
Roll Call 2019-20 : MSW – II– B Group

Co-ordinator: Dr.D.M.Bhosale

Name of the faculty: _____ Subject: _____ Sem-----

Sr. No.	Name	Date						Total Present	Total Absent
53	Bhaishete Siddhi Sunil*								
54	Dandavate pooja ashok*								
55	Gojekar Swapnil Devappa								
56	Gujar Shubham Rajaram								
57	Jadhav Monika Mansub*								
58	Jadhav Rohit Ramesh								
59	Jagdale Shrutika Rajendra*								
60	Janawade Mahendra Mahadev								
61	Joshi Deepti Balkrushana*								
62	Kamble Pratap Sambhaji								
63	Kamble Rohini Suresh*								
64	Kamble Sneha Sanjay*								
65	Khandekar Apeksha Gopal								
66	Khot Sandeep Raghunath								
67	Kole Deepak Kumar								
68	Kolap Nonali Suryakant								
✓ 69	Kurle Onkar Anil								
70	Londhe Akash Ashok								
71	Magdum Akshay Prakash								
72	Mali Suraj Sanjay								
73	Mane Sukanya Sukumar*								
74	Mestri Raju Milind								
75	More Sanket Vikas								
76	More Sneha Narendra*								
77	Naik Kiran Sanjay								

Sr. No.	Name	Date						Total Present	Total Absent
78	Navale Sarvajeet Satish								
79	Nimbalkar Shamrao Bhimrao								
80	Nyaribo N Moses								
81	Omase Dipali Keshav*								
82	Pakale Sagar Jayram								
83	Patil Abhishek Prakash								
84	Patil Aboli Namdev*								
85	Patil Manoj Krishna								
86	Phalle Siddharth Gajanan								
87	Sabale Sayali Anil*								
88	Sangar Prajakta Rajendra*								
89	Shinde Gauri Ashwin *								
90	Suryawanshi Uday Ganpati								
91	Thorat Atul Ravasaheb								
92	Vandure Saprem Anil								
93	Patil Akshay Hindurao								
94	Salokhe Shivani Achutkumar								
95	Magdum Vijay Annappa								

Faculty Signature

SIBER Trust's
D.K. SHINDE SCHOOL OF SOCIAL WORK, KOLHAPUR
Roll Call 2019-20 : MSW – II E Group

Co-ordinator: Dr.K.N.Ranbhare

Name of the faculty: _____ Subject: _____ Sem-----

Sr. No.	Name	Date						Total Present	Total Absent
96	Bagadi Sachin Shahaji								
97	Bhadgaonkar Karthik Appasheb								
98	Bhosale Kedar Sharad								
✓ 99	Chougale Vrushali Balkrishna*								
100	Gavade Shivani Vishnu*								
101	Gurav Pournima Mahadev*								
102	Gurav Pradip Pundalik								
103	Hudid Tejashri Laxman*								
104	Ingavale Sharvari Kiran*								
105	Jadhav Priyanka Prakash*								
106	Kamble Abhijit Bhanudas								
107	Kamble Kaustubh Ananda								
108	Kamble Poonam Dayanand*								
109	Karande Rutuja Rajendra*								
110	Patil Kavita Dilip*								
111	Shedage Vishal Sadashiv								
112	Warake Jyoti Appaso*								

Faculty Signature



तेजस्विनी महाराष्ट्र ग्रामीण महिला सक्षमीकरण कार्यक्रम
अंतर्गत

आधार लोकसंचलित साधन केंद्र, इचलकरंजी

नगरपालिका व्यापारी संकुल, पहिला मजला, इचलकरंजी, ता. हातकणंगले, जि. कोल्हापूर.

फोन नं. ०२३०- २४२५००८ e-mail - aadharcmrc@gmail.com

रजि. नं. एक - २१७७२/इचलकरंजी/२०१९

aadhar/cmrc /2020-21/ (९)

दि. 26/08/2020

कार्यालयीन आदेश

पती,

सचिन शहाजी बागडी

मु.पो.-अर्जुनवाड, ता.शिरोळ

हार्दिक अभिनंदन .

दि. 21/08/2020 रोजी झालेल्या लेखी परीक्षा व मुलाखातीनुसार आपली नियुक्ती क्षेत्रीय समन्वयक या पदासाठी इचलकरंजी येथे 11 महिने कालावधी करिता करार तत्वावर करण्यात येत आहे. आपली नियुक्ती आधार लोकसंचलीत साधन केंद्र, इचलकरंजी द्वारे राबविण्यात येणाऱ्या राष्ट्रीय नागरी उपजीविका अभियान (DAY-NULM) या कार्यक्रमांतर्गत आपण आधार लोकसंचलीत साधन केंद्र, इचलकरंजी येथे रुजू व्हावे. तसेच आपले रुजुपत्र अध्यक्ष आधार लोकसंचलीत साधन केंद्र, इचलकरंजी मध्ये सादर करावे.

करार कालावधीत आपले मानधन रु. १००००/- (अक्षरी - दहा हजार फक्त) एवढे अदा करण्यात येईल.

आपण रुजू झाल्यानंतर कराराचा नमुना आपणास देण्यात येईल. सदर करारातील अटी व शर्ती आपणास पूर्णपणे मान्य असल्यास सदर करार हा रु. १००/- स्टॅंप पेपरवर टंकलिखित करून ३ प्रतीत रुजू झाल्यानंतर ८ दिवसाच्या आत केंद्राकडे सादर करावा.

कार्यालयाचा पत्ता-

आधार लोकसंचलीत साधन केंद्र, इचलकरंजी

नगरपालिका व्यापारी संकुल, पहिला मजला,

इचलकरंजी, ता. हातकणंगले, जि. कोल्हापूर

SDP
अध्यक्ष

पहीला आर्थिक विकास महागंडळ, द्वारा संचलित
आधार लोकसंचलित साधन केंद्र, इचलकरंजी
ता. हातकणंगले, जि. कोल्हापूर



Spherule Foundation

19-20 UReD

Registration No: 173116
CIN: U85300PN2017NPL173116
All Donations are Tax Exempted
80G/2019-20/1017061343(1)-29-07-2019

49

1 NOVEMBER, 2020

To,

MS. Siddhi Bhaishete
(Chiplun, Ratnagiri)

Sub: Offer Letter

Dear Siddhi Bhaishete,

In response to your application, we are pleased to inform you that you are being selected for the post of **Educator** in our organization for Full Time position. Salary break up and other terms and conditions are mentioned in the annexures provided along with this letter. You are requested to read and give your consent by signing appointment letter and annexures.

Your joining date is 2nd November, 2020 and your working hours will be Monday to Saturday, 9am-6pm.

This is to inform you that this letter will be null and void in case you do not report on the date and time specified herein.

Your job duties includes but not limited to

- Content Creation,
- Teaching,
- Presentation,
- Simplifying learning,
- Innovate teaching,
- Research on content.

You will be paid a monthly gross salary of **15,000 INR**.

The Salary in the Training/ Probation Period of 1 Month will be **10,000 INR**

During your work you will have access to confidential information related to the Foundation. You need to maintain the utmost confidentiality and trust. Foundation reserves the right to terminate your Employment with immediate effect by communicating the same to you





Spherule Foundation

Registration No: 173116,
CIN: U85300PN2017NPL173116
All Donations are Tax Exempted
80G/2019-20/1017061343(1)-29-07-2019

in writing in case of breach of trust.

You need to maintain professionalism and should not indulge in activities that are unsuitable as a representative of Spherule and you should not act in any manner that would conflict with the interests of our Foundation.

Please indicate your acceptance for this Position by signing below.

Yours faithfully,

For Spherule Foundation



Geeta Bora

Founder & Director

Please indicate your acceptance for this Position by signing below.

I, _____ accept this appointment and terms and conditions set forth above.

(Your Signature)

Date: _____





Spherule Foundation

Registration No: 173116
CIN: U85300PN2017NPL173116
All Donations are Tax Exempted
80G/2019-20/1017061343(1)-29-07-2019

Annexure 1- Salary Structure

Components	Annual (Rs)	Monthly (Rs)
Basic Salary	60,000	5,000
HRA	24,000	2,000
Conveyance	24,000	2000
Medical Allowance	12,000	1000
Fixed Pay	120,000	10,000
Variable Pay (Performance based)	60,000	5,000
Maximum Gross Pay	180,000	15,000

Note:

- Tax applicable will be deducted at source.
- Variable pay will be paid monthly, based on performance which will be evaluated every month.



Employer's Signature

Employee's Signature



Sent on
mail



SAHYADRI

19-20

50

SIL/ PLANT/ 2021-22/ 379

Date : 31st August 2021

Mr. Mangesh Madhukar Rasal
2178 B ward kosi lane no 2
Manglawar Peth Kolhapur

Dear Mr. Mangesh,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of " Jr. Officer HR & ADMIN " in our organization for Chinchwad Plant on the terms and conditions discussed during the interview.

A detailed Appointment Letter mentioning the terms and conditions of your appointment will be issued to you upon your joining the organization.

Please let us know the date of your joining the organization, which should not be later than 06th September, 2021.

This offer letter is being sent herewith in duplicate. Please sign the duplicate copy of this letter in token of your acceptance and return it to us.

We welcome you to the SAHYADRI group and wish you a long and fruitful association with the organization.

Yours faithfully,

For SAHYADRI INDUSTRIES LTD.

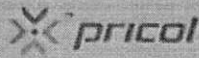
Vilas Kulkarni
Plant Head

The above letter is acceptable to me.

I shall join the services of the company from 6-9-2021

M. Rasal
(Mangesh Madhukar Rasal)

At the time of sustainability amidst the high pressure of work, which it has carved a niche for itself as a multi-plant player. A dynamic company led by leaders, it radiates the energy that walks a new direction and takes innovations in the expanding world of green. A grounded enterprise due to its exceptional attitude & function, Sahyadri drives the steady foundation set by its founders. The trust it shares with people and high regard for processes to provide answers that take it to the



PRICOL WIPING SYSTEMS INDIA LIMITED

1122, Phase 1, Vardh
Gandhinagar, B-11012, Satara

Tel: 020-26143053

Fax: 020-26143054

E-mail: hr@pricol.com

Website: www.pricol.com

ISO 9001:2008 & ISO 14001:2004

ISO 45001:2018 & ISO 50001:2015

Satara, 01st March 2021

Appointment Order of Mr. Dhananjay Sanjay Kulkarni

PWSIL-HRD-02-RECT-2021

Mr. Dhananjay Sanjay Kulkarni
790/72, "Jai Bhavani"
Yogeshwari Colony, Pachgaon Road,
Kolhapur - 416007

Appointment Order

Dear Dhananjay,

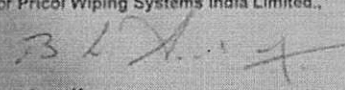
With reference to your application and the subsequent interviews you had with us and based on the acceptance of our offer letter, we are pleased to issue this Order of Appointment to you in the Company in PG6 Grade, as **Management Trainee - Human Resources** in Pricol Wiping Systems India Limited, Satara with effect from 01st March, 2021.

1. Your **Annual Compensation: Rs.2,63,464/-** is as per the details mentioned in Annexure - A.
2. Your employment with us will be governed by the terms and conditions referred in Annexure - B.
3. You will be on probation for a period of Six Months from the date of your joining.
4. Please sign and send the duplicate copy of this appointment letter as an acknowledgement of your acceptance of the terms and conditions mentioned herein and for our records.
5. You will be based at Satara and you will be reporting to Assistant Manager - Human Resources.

In case of any further clarification, please contact Human Resources dept

We welcome you to Pricol Wiping Systems India Limited and look forward to a long and mutually beneficial association with us.

for Pricol Wiping Systems India Limited.,


Leo Arun Kumar
Head - Human Resources

Encl: Annexure - A: Salary Structure / Annexure - B: Terms & Conditions of Employment

Page 1 of 1

19-20

Vrishali Ballarishna Chougale

19-20

(52)



महाराष्ट्र MAHARASHTRA

© 2021 ©

ZU 427673

31 MAR 2022

दिनांक

वि.नं.

स्टॅम्प किंमत रु.



24 MAR 2022

STAMP HEAD CLERK
TREASURY OFFICE
KOLHAPUR. (M.S.)

यांचे रु. (900) दिले स्टॅम्प कोड क्र. २६०१०२५

अफिडेव्हीट, करारपत्र, मॉरगेज, मुखपत्र व इतर सर्व

करारनामा



दीनदयाळ अंत्योदय योजना - राष्ट्रीय नागरी उपजीविका अभियान अंतर्गत स्थापित भरायी शहरस्तर संस्था, कोल्हापूर मार्फत शहर उपजीविका केंद्राकरिता सी.एल.सी. व्यवस्थापक या पदावरील ११ महिन्यांच्या पूर्णतः करार तत्वावरील प्रतिमाह ठोक मानधनावर नियुक्तीबाबत.

१. सौ. उषाताई जाधव

अध्यक्ष

भरायी शहरस्तर संस्था,

कोल्हापूर.

पक्ष क्र. १

व

२. वृषाली बालकृष्ण चौगले

सी.एल.सी. व्यवस्थापक,

शहर उपजीविका केंद्र, कोल्हापूर.

पक्ष क्र. २

यांच्यामध्ये खालील अटी व शर्ती प्रमाणे करारनामा करण्यात येत आहे.

स्वाक्षरी

सी.एल.सी. व्यवस्थापक

स्वाक्षरी

अध्यक्ष- भरायी शहरस्तर संस्था

Page 1

१. पक्ष क्र. २ च्या महत्वाच्या जबाबदाऱ्या:

- i. दीनदयाळ अंत्योदय योजना - राष्ट्रीय नागरी उपजीविका अभियान अंतर्गत स्थापित भयरी शहरस्तर संस्था मार्फत शहर उपजीविका केंद्र येथे सी.एल.सी व्यवस्थापक म्हणून ११ महिन्यांच्या पूर्णतः कसरत तत्वावर रु. १२,०००/- प्रतिमाह ठोक मानधनावर सी.एल.सी व्यवस्थापक म्हणून नियुक्ती असेल.
- ii. सी.एल.सी व्यवस्थापक हे दीनदयाळ अंत्योदय योजना- राष्ट्रीय नागरी उपजीविका अभियान तसेच भयरी शहरस्तर संस्था यांच्या नियंत्रणाखाली शहर उपजीविका केंद्राचे काम पाहील.
- iii. दीनदयाळ अंत्योदय योजना- राष्ट्रीय नागरी उपजीविका अभियान अंतर्गत राज्यशासनाने निर्गमित केलेल्या मार्गदर्शक सूचना, शहर अभियान व्यवस्थापन कक्ष- शहर प्रकल्प अधिकारी तसेच शहर अभियान व्यवस्थापक यांनी वेळोवेळी दिलेल्या आदेश/निर्देशाप्रमाणे विहित कालावधीत कार्यवाही करून अहवाल सादर करणे बंधनकारक राहील.
- iv. अभियानांतर्गत मासिक प्रगती अहवाल (Monthly Progress Report) व वेळोवेळी शहर अभियान व्यवस्थापन कक्ष- शहर प्रकल्प अधिकारी तसेच शहर अभियान व्यवस्थापक यांनी मागितलेली माहिती विहित मुदतीत सादर करणे बंधनकारक राहील.
- v. दीनदयाळ अंत्योदय योजना- राष्ट्रीय नागरी उपजीविका अभियान अंतर्गत शहर उपजीविका केंद्राचे देण्यात आलेले भौतिक व आर्थिक वार्षिक उद्दिष्ट शंभर टक्के साध्य करणे बंधनकारक राहील.
- vi. संबंधित सर्व माहिती स्वतः ऑनलाईन पद्धतीने विहित वेळेत सादर करणे बंधनकारक राहील.
- vii. राज्य शासन यांचे कडून प्राप्त शहर उपजीविका केंद्राच्या Operational Guidelines मध्ये नमूद खालील महत्वाच्या जबाबदाऱ्या अचूकपणे विहित कालावधीत पार पाडणे आवश्यक राहील.

सी.एल.सी. व्यवस्थापक यांच्या जबाबदाऱ्या:

- a) अभियानांतर्गत शहर उपजीविका केंद्रास दिलेले आर्थिक व भौतिक उद्दिष्ट मार्गदर्शक सूचनांनुसार साध्य करणे.
- b) सर्व लाभार्थ्यांची माहिती अद्यावत ठेवणे.
- c) शहर उपजीविका केंद्राचा वार्षिक कृती आराखडा व अंदाजपत्रक तयार करणे.
- d) केंद्र आणि राज्य शासनाच्या विविध योजनांविषयी शहरांमध्ये जनजागृती करणे.
- e) शहरातील असंगठित कामगारांचे (सेवा देणाऱ्यांचे) आणि सेवा आवश्यक असणाऱ्यांचे सर्वेक्षण करून नोंदणी करणे.
- f) लाभार्थ्यांच्या आवडीनुसार कौशल्य विकास प्रशिक्षण, उद्योजकता विकास प्रशिक्षण उपलब्ध करून देणे.
- g) लाभार्थ्यांचे गेळावे आयोजित करणे.

स्वाक्षरी
सी.एल.सी. व्यवस्थापक

स्वाक्षरी
अध्यक्ष- भयरी शहरस्तर संस्था

- h) DAY-NULM अंतर्गत लाभार्थ्यांना रोजगार-स्वयंरोजगाराच्या संधी आणि बँक कर्जाबाबतचे परिपूर्ण प्रस्ताव शहर अभियान व्यवस्थापन कक्षाकडे तसेच बँकेकडे पाठवणे.
- i) DAY-NULM अंतर्गत स्वयंसहायता गटांनी तसेच लाभार्थ्यांनी उत्पादित केलेल्या मालाला बाजारपेठ उपलब्ध करून देणे. विविध महोत्सवांमध्ये विक्री स्टॉल उपलब्ध करून देणे.
- j) शहरातील हॉस्पिटल, मॉल, संस्था, कंपन्या, लघुउद्योजक/उद्योजक, हॉटेल, सिनेमाघर, ठेकेदार यांच्याशी रोजगाराच्या संधी संदर्भात करार (टाय अप) करणे.
- k) शहर उपजीविका केंद्रातून देण्यात येणाऱ्या सेवा यांची विविध माध्यमांच्या द्वारे शहरांमध्ये प्रचार प्रसिद्धी करणे.
- l) शहर उपजीविका केंद्रांमध्ये मूलभूत/पायाभूत सेवा उपलब्ध करणे आणि त्यांची देखभाल करणे.
- m) शहर उपजीविका केंद्राचे IEC (Information, Education, Communication) साहित्य तयार करणे.
- n) DAY-NULM अंतर्गत लाभार्थ्यांना सामाजिक सुरक्षिततेच्या योजना, जनधन खाते व इतर शासकीय योजनांसाठी आवश्यक असणारी कागदपत्रे उपलब्ध करून देण्यास सहाय्य करणे.
- o) DAY-NULM अंतर्गत वस्तीस्तर/शहरस्तर संस्था, लघु उद्योग यांना परवाने व नोंदणी प्रमाणपत्र मिळवून देणेस सहाय्य करणे. व्यवसाय उभारण्यास मार्गदर्शन करणे.
- p) शहर उपजीविका केंद्र अंतर्गत महा-ई-सेवा केंद्र/तत्सम केंद्र, बँक सेवा केंद्र, महावितरण कडील वीजबिल भरणा केंद्र सुरु करणे इ. सेवा उपलब्ध करणे.
- q) शहरातील सामाजिक संस्था, शासकीय कार्यालये, महानगरपालिका यांच्याशी समन्वय साधून सर्व-सेवा, योजना गरीब लाभार्थ्यांपर्यंत तसेच वंचित घटकापर्यंत पोहोचवणे.
- r) शहर उपजीविका केंद्राच्या व्यवहार्य व्यावसायिक नियोजनानुसार उद्दिष्टपूर्तीच्या दृष्टीने कामकाज करणे.
- s) शहर प्रकल्प अधिकारी आणि शहरी अभियान व्यवस्थापन कक्षा यांना मासिक प्रगती अहवाल आणि MIS सादर करणे.
- t) शासकीय पत्रव्यवहार करणे व इतर अनुषंगिक कामे करणे.

२. करारनामा कालावधी

- i. करारनामाचा कालावधी या करारनाम्यावर दोन्ही पक्षांनी स्वाक्षरी केल्याचे तारखेपासून ११ महिन्यांचा असेल.
- ii. या करारनाम्यानंतरच पक्ष क्रमांक २ यांना नियुक्ती दिली जाईल व करारनामा संपुष्टात (Termination of Agreement) आल्यावर पक्ष क्रमांक २ यांचे नियुक्ती आदेश आपोआपच रद्द होतील.

स्वाक्षरी (११/११/११)
सी.एल.सी. व्यवस्थापक

स्वाक्षरी (११/११/११)
अध्यक्ष- शहरी शहरस्तर संस्था

अंतिम असेल.

iv. नियुक्तीच्या कालावधीमध्ये आपण कोणत्याही स्वरूपाची नैसर्गिक केल्यास तसेच आवश्यक शैक्षणिक पात्रता व अनुभव नसल्याचे आढळून आल्यास, कोणत्याही नोटीसशिवाय करारनामा संपुष्टात (Termination of Agreement) आणून आपली नियुक्ती तात्काळ रद्द करणेचा पूर्ण अधिकार शहर उपजीविका केंद्र कार्यकारी समिती यांना असेल.

v. दोन्ही पक्ष किमान ३० दिवसांची करारनामा रद्द करणेची पूर्वसूचना देऊन हा करारनामा रद्द करू शकतील किंवा किमान ३० दिवसांचे पूर्वसूचनेशिवाय एखाद्या पक्षास करारनामा रद्द करून नियुक्ती रद्द करणेची असल्यास ३० दिवसांच्या मानधनाची रक्कम देणे आवश्यक राहील.

- i. DAY-NULM अंतर्गत स्थापित भारी शहरस्तर संस्था मार्फत शहर उपजीविका केंद्र येथे पूर्णतः कंत्राटी तत्वावर रु. १२,०००/- प्रतिमाह ठोक मानधनावर पक्ष क्रमांक २ असेल व पक्ष क्रमांक २ चे कामकाजाचे दिवस विचारात घेऊन मानधन अदा केले जाईल.
- ii. पक्ष क्रमांक २ यांना अभियानांतर्गत कामकाजासाठी/बैठकांना हजार राहण्यासाठी शहर उपजीविका केंद्र कार्यकारी समिती यांची पूर्ण मान्यता घेऊन केलेल्या प्रवासासाठीचा प्रवासखर्च व इतर खर्च आपणास देयाकानुसार अनुज्ञेय राहील.
- iii. पक्ष क्रमांक २ यांनी प्रत्यक्ष केलेले कामकाजाचे दिवस विचारात घेऊनच फक्त करारनाम्याच्या कालावधीतील मानधनच अदा केले जाईल. करारनामा कालावधी व्यतिरिक्त इतर कोणत्याही कालावधीचे मानधन पक्ष क्रमांक २ यांना अदा केले जाणार नाही.
- iv. पूर्णतः कंत्राटीतत्वावरील ठोक मानधनावरील नियुक्ती असल्याने, नियमित शासकीय कर्मचाऱ्यांप्रमाणे अन्य सेवा-सुविधा व खर्च पक्ष क्रमांक २ यांना देय असणार नाही.

- i. करारनाम्या अंतर्गत नमूद जबाबदाऱ्या पार पाडण्यासाठी पक्ष क्रमांक २ हा शारीरिकदृष्ट्या सक्षम असणे आवश्यक आहे.
- ii. नमूद जबाबदाऱ्या पार पाडणेस शारीरिकदृष्ट्या सक्षम नसल्यास, पक्ष क्रमांक २ यांनी तात्काळ पक्ष क्रमांक १ यांना लेखी कळवणे आवश्यक आहे.

Page 4

- iii. करारनाम्याच्या कालावधीत पक्ष क्रमांक २ यांना कोणत्याही स्वरूपाचे विमासंरक्षण पक्ष क्रमांक १ देणार नाही. विमा संरक्षण काढणे ही पक्ष क्रमांक २ यांची वैयक्तिक जबाबदारी असेल.

५. अनुपस्थिती

- i. पक्ष क्रमांक २ यांना कोणतेही रजा अनुज्ञेय नसल्याने, दोन महिन्यातून एक अनुपस्थिती अशाप्रकारे एका वर्षासाठी जास्तीत जास्त सहा अनुपस्थिती मानधनासाठी ग्राह्य धरण्यात येईल.
- ii. संबंधित अध्यक्ष शहर उपजीविका केंद्र आणि व्यवस्थापक - DAY NULM यांची पूर्व मान्यता घेऊनच अनुपस्थित राहता येईल, अन्यथा अनुपस्थिती मानधनासाठी पात्र धरली जाणार नाही.
- iii. राष्ट्रीय सुट्ट्या व साप्ताहिक सुट्टी (रविवार) अनुज्ञेय असेल.

६. नियुक्तीचे ठिकाण

- i. दी.अ.यो.-राष्ट्रीय नागरी उपजीविका अभियान अंतर्गत स्थापित भयारी शहरस्तर संस्था मार्फत राबविण्यात येणारे शहर उपजीविका केंद्र, पंत बाळेकुंद्री मार्केट, गवत मंडई, शाहूपुरी, कोल्हापूर येथे असेल.

७. करारनामा रद्द करणे बाबत.

- i. करारनामा नंतरच पक्ष क्रमांक २ यांना नियुक्ती दिली जाईल व करारनामा संपुष्टात (Termination of Agreement) आल्यावर पक्ष क्रमांक २ यांचे नियुक्ती आदेश आपोआपच रद्द होतील.
- ii. शहर उपजीविका केंद्र कार्यकारी समिती दर तीन महिन्यांनी सी.एल.सी. व्यवस्थापक म्हणून या करारनाम्यातील अटी व शर्ती क्रमांक १ मध्ये नमूद जबाबदाऱ्याबाबत पक्ष क्रमांक २ च्या कामकाजाचा आढावा घेतील, पक्ष क्रमांक २ आपल्या जबाबदाऱ्या समाधानकारक पार पडत नसल्यास शहर उपजीविका केंद्र कार्यकारी समिती 30 दिवसांची सूचना देऊन करारनामा संपुष्टात आणून पक्ष क्रमांक १ ची नियुक्ती रद्द करतील. असमाधानकारक कामाबाबतचा शहर उपजीविका केंद्र कार्यकारी समिती यांचा निर्णय अंतिम असेल.
- iii. नियुक्तीचा कालावधी मध्ये पक्ष क्रमांक २ यांनी कोणत्याही स्वरूपाची नैरवर्तणूक केल्यास तसेच पदास आवश्यक शैक्षणिक पात्रता व अनुभव नसल्याचे आढळून आल्यास, करारनामा संपुष्टात (Termination of Agreement) आणणेत येऊन व पक्ष क्रमांक २ यांची नियुक्ती तात्काळ रद्द करण्याचा पूर्ण अधिकार शहर उपजीविका केंद्र कार्यकारी समिती यांना असेल.
- iv. दोन्ही पक्ष किमान ३० दिवसांची पूर्वसूचना देऊन हा करार नामा संपुष्टात (Termination of Agreement) आणू शकतील किंवा किमान 30 दिवसांचे पूर्वसूचनेशिवाय एखाद्या पक्षास

स्वाक्षरी
सी.एल.सी. व्यवस्थापक

स्वाक्षरी
अध्यक्ष- भयारी शहरस्तर संस्था

करारनामा संपुष्टात आणून नियुक्ती रद्द करण्याची असल्यास, त्यास दुसऱ्या पक्षास 30 दिवसांच्या मानधनाची स्वकम देणे आवश्यक राहील.

v. या करारनाम्यात अनुक्रमांक १ येथे नमूद केलेल्या जबाबदारी अचूक रित्या पार न पाडणे, DAY-NULM कक्षास माहिती विहित मुदतीत सादर न करणे, शहर अभियान कक्ष यांचे आदेश/निर्देश यांचे पालन न करणे या कारणास्तव शहर उपजीविका केंद्र कार्यकारी समिती हा करारनामा संपुष्टात (Termination of Agreement) आणतील.

८. या करारनाम्यातील कोणत्याही अटी व शर्तीचा अर्थ/स्पष्टीकरणाबाबत, शहर उपजीविका केंद्र कार्यकारी समिती यांचा निर्णय अंतिम राहील व दोन्ही पक्षांना बंधनकारक राहील.

९. करारनामा अटी व शर्ती मान्य असल्याबाबत स्वाक्षरी.

वरील सर्व अटी व शर्ती पार्टी क्रमांक १ व पार्टी क्रमांक २ यांना मान्य आहेत.

१. श्रीम/सौ. उषाताई जाधव.

स्वाक्षरी

अध्यक्ष [Signature]

भरारी शहरस्तर संस्था,

कोल्हापूर.

२. वृषाली बाळकृष्ण चौगले.

स्वाक्षरी [Signature]

सी.एल.सी. व्यवस्थापक.

शहर उपजीविका केंद्र, कोल्हापूर.

दिनांक: ०१/०४/२०२२

ठिकाण: कोल्हापूर.

स्वाक्षरी [Signature]
सी.एल.सी. व्यवस्थापक

स्वाक्षरी [Signature]
अध्यक्ष- भरारी शहरस्तर संस्था



GOLDIAM JEWELLERY LIMITED

Registered Office

Unit No.G-10,Ground Floor,Gems & Jewellery Complex-II,SEEPZ(S.E.Z.),Andheri (East),Mumbai-400 096.

Tel.: (022) 28292262, Fax: (022) 28292885, Email: goldiam@vsnl.com, Website: www.goldiam.com.

CIN: U36910MH2005PLC152383

20/9-20
53

To,

Dated 01st June, 2022

Name :- ANUP HUDLI

Address: - RN-617, BLDG B-3, D-WING, CTS-16 & 17
NR.CHAKALA SIGNAL MULGAON,
ANDHERI EAST MUMBAI - 400093.

Sub:- Appointment as a Consultant / Professionals

Dear Sir,

This has reference to the above referred subject matter and in this connection we are pleased to appoint you as a Consultant / Professional for **Personnel Department** for a Period of 18th Months on a monthly Consultancy / Professionals Fees of Rs. 26,000/- per month (Rupees Twenty Six Thousand Only) with effect from 1st June, 2022.

Further the Company shall pay additional fee in case any additional services are taken from you on a mutually agreed fee and terms.

Further you shall at all times keep company data, material, information including but not limited to names of the clients confidential and you shall not disclose the same to any entity or person nor shall you use the same for your own personal use.

Payment for your services shall be made monthly post receiving your consultancy services bill per month. The Payments will be subject of deduction of T.D.S at the rates as may be applicable under the concerned laws.

It is to further clarify that your appointment is purely as a Consultant / Professionals and would be no employer - employee relationship between you and the company.

Your services as consultant / Professional vide this Appointment Letter will come to an end on the expiry of the Period as stipulated in this appointment letter or by giving 60 days, if earlier intimation for earlier disassociation of this contract.

For Goldiam Jewellery Limited

Authorised Signatory



Accepted by:

Name:- Anup Hudli



Ref. No. SMS/CL/KOP/ /

Date : 01-04-2021

LETTER OF APPOINTMENT

To,

Mr. Omkar Anil Kurle
At/po. Yalgud, Tal. Hatkanangale, Kolhapur

Subject: A Letter of Appointment of the Counsellor

As per the receipt of your application dated on 04/01/2021 and the interview followed by, you have been appointed as the Counsellor of Childline Sangli project which deals with the 0 to 18 years old children purely on contract basis from 1st of April 2021 to 31st March 2022, if there is any change of your role as counsellor, you will be informed. Your total salary will be Rs. 8000. All legal applicable deductions will be made from salary.

Your duty time will be of 24 hours. During your tenure you will have one weekly off, twelve sick leaves and ten casual leaves. Sick leaves should be supported by medical certificate. You shall not take more than two casual leaves in a continuous series. Leave letters should be submitted prior to the leave. This contract can be terminated by giving one months' notice by either of the sides.

The management of Child line Kolhapur Project is run by Sangli Mission Society which deserves all the right to terminate your services at any time, if your performance and the service are not satisfactory, professional and serving the target population besides you being loyal to the organization and generously committed to the cause for which Childline works. You are not permitted to take leave on reporting days. Your participation in weekly meeting is must. As an employee of Sangli Mission Society you are bound by the HR policies, Non-disclosure policy of CIF (disclosing Childline data without permission will invite legal procedure under IT act 2000), Child Protection Policies, Gender Policy and going against these will cause either the loss of Job or court actions.

If you agree to the above terms and conditions, kindly sign the duplicate of this document and return it to the administrative office.

Sincerely,

Fr. Lijo Jose
Director, Childline Kolhapur.

A 24 hours nation - wide free phone out reach emergency help line for children in need of care and protection.
Project supported by the Union Ministry for Women and Child Development in partnership with
State Government, NGOs, International NGOs, Corporate Sector.

**CHILDLINE KOLHAPUR**

Collaborate Organization :

SANGLI MISSION SOCIETY

Soc.Registration Act 1860 -3863, BPT Act 1950- F/3827

Sant Thoma Bhavan, Ramanmala, Near Head Post Office, Kolhapur - 416 003. ☎ : (0231) 2680310

E-mail : smschildlinekop@gmail.com, Website : www.childlineindia.org.in

Declaration: I am **Mr. Omkar Anil Kurle** aware of Child Protection Policy and I will abide by all the laws related to the children and their welfare. I am also aware of the HR policies, Nondisclosure policy of CIF (disclosing Childline data without permission will invite legal procedure under IT act 2000), Gender Policy and going against these will invite either the loss of Job or court actions. I am convinced at my duties, responsibilities and job profiles as per MOU signed by CIF and SMS. I am responsible for everything happening during my service period.

Place: - Kolhapur

Date: 01-04-2021

Signature

Enclosed: - copy of the job description / roles and responsibilities

Roles and Responsibilities

Designation: Counsellor

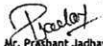
Job Description:

- To respond to cases requiring counseling, emotional support and guidance
- To be responsible for petty cash at the center in absence of the coordinator
- To attend case intervention along with team members
- To accompany team members on outreach and awareness session and conduct group sessions with children
- To conduct sessions with children during Open House
- Report all follow-up to the centre coordinator
- Contact the centre coordinator for assistance if required
- Enter all case data on the computer program, child NET
- Attend all meetings/training workshops organized at the city/district level
- Follow all administrative and accounting procedures
- Manage the collaborative organization in the absence of the centre-coordinator
- Attend all partnership meetings that may be organized by the CIF
- Take direction from the Collaborative organization director

submitted false documents in any form resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. **RETIREMENT**
- Your appointment is subject to the retirement. As per the existing practice of the company, your retirement age will be 60 years.
 - Your date of birth as per the document (Pan Card) submitted by you is 03rd Sept. 1997.
9. **GENERAL**
- Your employment is subject to your being found medically fit for the post stated herein above, by a Medical Officer approved by the Company.
 - You shall abide by the policies of the Company and as changed from time to time. Please sign and return a copy of this letter in acknowledgement of receipt and acceptance of the terms herein, to HR department Pune / Kesurdi.

For Nipro India Corporation Pvt. Ltd.


 Mr. Prashant Jadhav
 Manager - HR & GA

I have fully understood and accepted the terms and conditions of employment. I have received the appointment letter and the General Terms and conditions of Service.

Signature: Prasadd Kanekar
 Name: _____
 Date: _____

ANNEXURE - II

NIPRO INDIA CORPORATION PVT. LTD.

EMOLUMENTS BREAKUP STACK

Annexure to Appointment letter of Mr. Prasad Satish Kanekar dated 01st March, 2022.

Salary offered - Mr. Prasad Kanekar		JOB GROUP	JG2-D
Salary Head		Monthly Salary	Annual Salary
A	Basic Salary	6875	75000
B	Allowances		
	House Rent Allowance	2,500	30,000
	Conveyance Allowance	1,563	18,750
	Education Allowance	938	11,250
	Lunch Allowance (fixed)	2,000	24,000
	Telephone Allowance (fixed)	1,000	12,000
	Leave Travel Assistance	521	6,250
	Health Check-up Allowance	167	2,000
	Bonus / Ex-gratia	938	11,250
	Executive Allowance	5,750	68,994
	Total Allowances	15,375	1,84,494
	Monthly Gross	21,625	2,59,494
C	Benefits & Retirals		
	Hospitalization Insurance Premium	600	7,200
	Accident Insurance Premium	23	275
	Provident Fund	1,800	21,600
	Gratuity	300	3,606
	ESIC	652	7825
	Total Benefits & Retirals	3,375	40,506
D	Total CTC (A+B+C)	25,000	3,00,000

For Nipro India Corporation Pvt. Ltd


 Mr. Prashant Jadhav



2019-20.

56

BHARATI VIDYAPEETH'S
BHARATI HOSPITAL
AND RESEARCH CENTRE
PUNE

KEDAR BHOSALE

MSW

EMERGENCY NO : 8080344393

BLOOD GROUP : O +VE

DATE OF BIRTH : 09/01/1997



EMPLOYEE NO : 6052

