

वसंतराव नारायणराव नाईक
सारक संस्था, नाशिक.

रजि. नं. एफ - ५

वसंतराव नाईक मार्ग,
कॉर्नर, शरणपुर रोड, नाशिक.
१३) २५७९९०४ / २५७९८५३



Krantiveer Vasant Rao Narayan Rao Naik
Shikshan Prasarak Sanstha, Nashik.

Reg. No. F-5

Krantiveer Vasant Rao Naik Marg, Canada Corner,
Sharanpur Road, Nashik. ☎ (0253) 2571104 / 2571853
VISIT US AT : www.vnnaikeducation.org
E-mail : vnnaik777@gmail.com

ORDER OF APPOINTMENT

दिनांक : 1/6/2021

Mr. A. B. Kangane

Nashik

Subject : Appointment Order for the post of TA (Mech) in Mech Department of Loknete Gopinathji Munde Institute of Engineering Education & Research.

Reference : Interview held on 1/6/2021 by Local Management Committee KVNNSPS Nashik.

Dear Sir,

In response to your application dated 1/6/2021 for the post of TA (Mech) in Administration Department of Loknete Gopinathji Munde Institute of Engineering Education & Research, you were interviewed for the said post by the Selection Committee. I am pleased to inform you that the selection committee has selected you for the said post, in the service of K.V.N. Naik Shikshan Prasarak Sanstha Nashik & posted at Loknete Gopinathji Munde Institute of Engineering Education & Research, Canada Corner, Nashik, in the consolidated monthly salary of Rs. _____/- with effects from the date of joining.

Your appointment is subjected to the following terms & conditions.

1. Your services will be governed by the rules of Govt. of Maharashtra / Directorate of Technical Education Maharashtra / University of Pune. Further, you will be bound by the Rules & Regulation of the Sanstha & office orders in force & framed by the Sanstha from time to time in relation to your service conditions.
2. Your appointment is done for one academic year only i.e. for 2021-22 and will automatically end on 30th April 2022.
3. Your services will be liable to be transferred anywhere from one place to another and /or one department to another department or from one institute to another Institute run by the Sanstha, at the discretion of the management.
4. You will not engage yourself in any other job on paid basis whether fulltime or otherwise, during the continuation of your services, in this Institute.
5. At the time of joining the duties, you have to produce the recent two passport size photographs and relieving certificate from previous employer (if any).
6. You shall undergo medical examination by approved medical officer or the civil surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional & conditional till the submission of medical certificate stating that you are free from any contagious diseases & you are physically fit for employment as the staff of the college/institution.
7. You are required to give the current mailing address as soon as you join the duties & any changes in the address given earlier should be communicated to the Sanstha at the earliest. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given shall reach to you.

8. You shall not directly or indirectly do such things which are subversive to the interests of the Society/University/Institute/College/Students and you shall utilize or divulge to any person or persons any secret of the Sanstha.
9. During the period of your employment, if you are found absent from duty/leave without obtaining prior permission in writing of the Principal / Head of institution or if you proceed on leave without obtaining prior permission or if the sanctioned leave then your service shall be liable to be terminated.
10. Your appointment being made on the basis of your particulars such as qualifications etc. as given in your application for employment and in case any information given by you is found false or incorrect, your appointment will be deemed null and void and liable for termination without any notice or salary in lieu of notice.
11. You will not accept any contribution or otherwise associate yourself with the use of any funds or make any other collections, whether in cash or in kind, in pursuance of any object, whatsoever, or accept or demand from any member of institution or member of any association or staff or the student or their guardians or enter into any monetary transactions with them.
12. You shall conform to all rules & regulation in force from time to time in the Sanstha & shall carry out all other lawful orders / instruction / direction of the principal, seniors, Registrar, Deans, Head of Depts & management as are given to you in connection with the day-to-day discharge of your duties.
13. You shall be responsible for the safe custody of the furniture, books, apparatus, record & such other articles entrusted to you & in case of any damage or loss, the management of Sanstha shall have the right to deduct the amount from your salary or other dues, besides any other disciplinary action as they may deem fit or proper. Further on termination of your appointment for whatsoever reason, you shall deliver to the institution all books, apparatus, record & such other articles belonging to the Sanstha as may be in your possession fifteen days prior to the end of academic session.

SECRETARY

KVNN Shikshan Prasarak Sanstha, Nashik (MS) 422004

KVNN Shikshan Prasarak Sanstha, Nashik, (MS) 422004

Copy to-

1. The Principal, Loknete Gopinathji Munde Institute of Engineering, Education & Research, Nashik.

ORDER OF APPOINTMENT



07-Nov-2022

Suraj Tajanpure

Flat No 1, Dayasagar Society, Navrang Colony, Shivaji Nagar, Jail Road

Nashik Road

India

Appointment Letter for Fixed Tenure Post for Company Employee

Dear Suraj,

As per your application, we have pleasure in appointing you in our company as **Associate** - **Ops** w.e.f. **07-Nov-2022** on the following terms and conditions:

Nature of Post:

Your post is a tenure post for a fixed period. Initially you are appointed for a period of **36** months i.e. **06-Nov-2025**

On expiry of the above tenure, your services will automatically end without any further notice or communication.

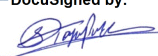
1. **Place of work:** You are initially posted at **Nashik**.
2. **Renewal of Tenure:** Depending upon the requirements of company and subject to your suitability to the job, your above tenure may be renewed in writing with mutual consent of both the parties on such terms as may be acceptable to both the parties.
3. **Nature of Duties:** You will be required to render data processing services and another services incidental thereto or connected therewith.
4. **Supervision & Control:** You will remain under the supervision and control of our company for the purpose of your transfer, promotion, revision in service conditions, overall performance of your work and termination from service etc. and the same will be decided by our company. However, you will also receive instructions for day to day performance of your duties from company's officers and you will abide by such instructions given by them.
5. **Responsibilities:**
 1. While rendering data processing services, you must effectively, diligently and to the best of your ability perform all responsibilities implicit in the data processing job and you will ensure results. You will be expected to work extra hours to achieve the results whenever the job so requires.
 2. You will be required to engage yourself exclusively in the work assigned by the company and you will not take up any independent or individual assignment (whether same is part-time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent from our company.
 3. You will ensure that you will not directly or indirectly engage in any activity or have any interest in or perform any service for any person who is involved in activities which are or shall be in conflict with the interest of our company.
 4. Take the responsibility of achieving the targets and objectives given to you from

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

DocuSigned by:

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Accepted and Agreed

Suraj Tajanpure
Candidate's Name & Signature



time to time, in order to earn your salary and other benefits.

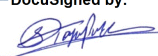
6. **Salary / Leaves:** Your total fixed pay salary will be **INR 2,05,827 (Indian Rupees Two Lakh, Five Thousand, Eight Hundred And Twenty Seven Only)** per annum. A detailed stack-up of your compensation is attached herewith as Annexure. You will be entitled for leaves as per company policy, subject to prior approval from the concerned supervisor.
7. **Confidentiality:** The nature of your job demands highest level of honesty, integrity, secrecy and confidentiality and you will maintain the same and you will not use or divulge or disclose any such confidential information except as per required under obligation of law. This covenant shall endure during your employment and for a period of one year from the cessation of your employment (irrespective of the circumstances or the reasons for the cessation).
8. **General:**
 1. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from services without notice.
 2. Please note that you are required to inform us if there are any agreements, oral or written which you have entered into and which relate to your commitment under this agreement.
 3. While in employment if you indulge in any act of misconduct, you may be suspended pending enquiry without salary.
 4. If during the tenure of your employment, if no work is available for any reason whatsoever you may be laid off without any salary or compensation.
 5. During the tenure you may be sent on deputation or transfer to any other office, location, factory etc of the company located anywhere in India (whether presently in existence or set up in future).
 6. You will not be entitled to any salary if you refuse to do any work assigned to you or refuse to join duty when sent on deputation or transfer.
9. **Separation:** Notwithstanding what is stated hereinabove, if during the period of your working, your services are not found satisfactory, the same may be terminated with 24 hours' notice and without any extra compensation. Similarly, you will be at liberty to resign from the services by giving **60 days** advance notice. The Management can without notice or compensation terminate your services with immediate effect if you contravene any clauses of this Appointment or commit any acts detrimental to the company such as theft, fraud, dishonest, assault, threatening, etc., or any other acts.
10. **Handing Over of Charge:** On cessation of your employment, you will hand over charge to the company truthfully and sincerely and return all the documents or properties of company in your possession. In discharge of the above obligation, you will obtain a No-objection certificate from the company. On receipt of the above No-objection certificate, your full and final dues will be settled.
11. **Other Conditions:**
 1. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

DocuSigned by:

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Accepted and Agreed

Suraj Tajanpure
Candidate's Name & Signature



results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice.

2. You will produce character verification certificate from police department within 3 months from joining on your own (not applicable for valid passport holders).
3. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo pre-process and process training as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. The company invests significant amount of efforts and costs on such training and you will appreciate that in case one is not able meet the required norms during training, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment.
4. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

12. Your Absence for a continuous period of seven days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training imparted by the Company and damages suffered by Company due to loss of billing, etc.

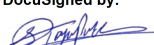
Yours sincerely

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

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Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
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Accepted and Agreed

**Suraj Tajanpure
Candidate's Name & Signature**



Annexure			
Name	:	Suraj Tajanpure	
Title	:	Associate - Ops	
Role Band	:	A	
BU	:	Shipping & Logistics	
Compensation Component	Ref	Amount(Rs.) Per Month	Amount(Rs.) Per Annum
Basic Salary		7,719	92,622
House Rent Allowance		3,859	46,311
City Compensatory Allowance		1,384	16,611
Sub Total - I	A	12,962	1,55,544
Bonus / Incentive (1)	(a)	2,592	31,109
Company's contribution to Provident Fund (2)		1,092	13,108
Company's contribution to ESI (3)		506	6,066
Sub Total - II	B	4,190	50,283
Total Fixed Pay	C = A + B	17,152	2,05,827
BENEFITS			
(i) Gratuity payable As per Payment of Gratuity Act, 1972			
(ii) The Company provides following discretionary Insurance benefits: a) Medclaim Benefit: For Self or Family Floater, as per Company policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy			
(1) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			
(2) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
(3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of the monthly salary.			

For WNS Global Services Pvt. Ltd.

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DocuSigned by:

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Accepted and Agreed

Suraj Tajanpure
Candidate's Name & Signature



Letter - DOJ 5th Aug(as per Offer Letter)

Inbox



Mohammed Shafiullah... 8/2/2022

to me ▾



Dear MADHURI RANGNATH SANAP,

Congratulations! Your Offer Letter from ICICI bank is attached with this email.

ü Offer letter is password protected, the password will be your date of birth in the format (DD/MM/YYYY)

ü Upload your signed offer letter (acknowledgement) on ICICI career portal, send us a copy

to Joiningsupport@niit.com

ü Size of the scan copy must be below **2MB**, clarity of image is important, only in PDF format

ü Ensure to give file name as "ICICI app id – your name – Offer Ltr"

ü Update your ICICI career profile with all family and personal details, also update emergency contact details.

Job Opening	Sol Id	Location Descr	State	App ID	Application No	Registration No	Student Name	Batch
1384269995	7497	NASIK-ANANDVALI	Maharashtra	5289081	APP122060821571	R231196101569	MADHURI RANGNATH SANAP	S230068

Download your offer letter from below Link



INDUSTRY CERTIFICATE

TO WHOM IT MAY CONCERN

This is certify that Mr. MAHESH SAMBHAJI KAVEKAR
Student of MBA(OSCM) in Bramha Valley Institute of
Management, Nasik. He has completed project work in our
organization, During Aca demic Period. 01 MARCH 2023-31
APRIL 2023. Under the guidance of Mr. A. A.
Sayyad(Manager).

During the course of his training, we found him sincere
and hardworking. We wish him all the Success for his future.

For Nirmal Solutions.


Rushikesh Patil



(Managing Director)

Ref : JPL/TM/TR/APT/189/22-23

08th February, 2023

Mr. Mayuresh Suresh Sahane
9, Mahadev Sankul,
Near Hotel Om Baba Sai
Pavannagar - Ambad Link Road,
NASHIK - 422 008.

Dear Mr. Sahane,

LETTER OF APPOINTMENT

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you as TRAINEE TERRITORY MANAGER of our organization w.e.f. 24.01.2023, on the following terms and conditions :

1. You will be on Training-cum-Probation for a period of 1(One) year w.e.f. 24.01.2023.
2. After successful completion of the Training-cum-Probation period, your services will be confirmed, which depends upon the performance appraisal from month to month.
3. During the Training-cum-Probation period your annual salary package will be Rs.238,152/-. A separate sheet showing the salary package bifurcation monthly/annually is attached herewith.
4. In addition to the above mentioned salary package, considering the nature of your job profile you will be reimbursed expenses for your, on job local travelling expenses as under:
 - a) At headquarters - Not exceeding Rs.212/- per working day.
 - b) At Ex-headquarters - Not exceeding Rs.229/- per working day.
 - c) At Outstation - Not exceeding Rs.388/- per working day.
5. You will not be eligible for any paid leave during the Training-cum-Probation period.
6.
 - a) Your working headquarter will be at NASIK.
 - b) Your training center will be at MUMBAI/DELHI.
 - c) You will be reporting to Field Manager Mr. Prashant Ikhankar, at Nasik.
7. Your job functions are enlisted in Annexure 'A' attached hereto.
8. You will be entitled to get reimbursement of Actual travelling fare (actual bus fare or second class Railway fare) while working at Ex-H.Q. and Outstation. Such travelling fare will be paid to you for the shortest possible route recommended by your Field Manager/Officer, which will be subject to the approval of H.O.

Cont'd...2/-

 Science hai toh Hope hai  Hope hai toh Health hai  Health hai toh Happiness hai 

9. You will be entitled to Bonus as per payment of Bonus Act.
10. You will be covered under Employee Provident Fund Scheme with immediate effect.
11. During the training-cum-probation period the Company reserves its right to terminate your services without assigning any reason whatsoever and without any notice period.
12. Should your services during the training-cum-probation period be found not satisfactory by the Management, the Company reserves its right to extend your probation for such periods of time as it may consider necessary and in case of your successful completion of your probation period, you will be intimated regarding your confirmation in writing.
13. During the employment with the Company, the Company may at any time, at its sole discretion, station you in any other location in India.
14. The Company will be entitled at any time during the course of your employment, to transfer you to any of the division of the company, its affiliates, subsidiaries or sister concerns, associated companies and you shall comply with all directions and instructions accordingly without discontinuation of your services.
15. You shall devote your whole time and attention to your employment with the Company and shall discharge your duties that not to engage yourself directly or indirectly with or without remuneration in any other employment, service of calling of any nature whatsoever without written permission from the Company.
16. You will not at any time without consent in writing of the Company during or after the termination of services by notice, discharge or otherwise make known or divulge in any manner whatsoever any, acquired secret information concerning the technical process, patents transactions, finances, or affairs of the Company. In addition you shall be bound by the decisions of the Company in regard to publications written or otherwise, mutually agreed that this undertaking shall in no way affect your right to make use of the general knowledge and skill which you have acquired in the services of the company.
17. If you or your dependent family members have a financial / gainful interest in any business with JENBURKT, then it would be obligatory on your part to make a written declaration to this effect to the Company before any business deal is entered into.
18. Upon leaving the employment, of the Company, you shall not take with you any properties, formula, drawing, blue-print or other reproduction or any other data, tables, calculations, letters or other documents or other writing or copy of writing of any nature whatsoever pertaining to the business of the Company.

Cont'd...3/-

Handwritten signature

: 3 :

19. If at any time you shall by your conduct render yourself incompetent to perform your duties or if you should be dishonest, disobedient, intemperate, irregular in attendance, commit any breach of the terms of your appointment or if any of its stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and to deduct from your salary or other emoluments (if any) then due to you, the amount of loss the Company may have sustained.
20. It is a condition of your employment with the Company that you will retire from the services of the Company on attaining the age of 58 years, without notice whatsoever from the Company in this regard, unless the Company wish otherwise.
21. It is agreed that it shall be open to the Company from time to time to add, to modify, or abrogate any remuneration, benefit, facility or perquisite that may be extended to you, on a review of the Company's functioning, finances, and prospects that you shall be bound by the Company's decision in this behalf.
22. You will be subject to the Company's medical examination by our medical consultant and your appointment subject to your being medically found fit.

Kindly sign a copy of this letter to signify your acceptance and confirmation that you have agreed without any demand to all the terms and conditions of employment herein.

We hope this will be the beginning of a long and mutually beneficial association.

Any dispute arising between Employee & Employer will be subject to Mumbai jurisdiction only.

Wishing you all the best,

Cordially yours,
For JENBURKT PHARMACEUTICALS LTD.


(DHARMESH KASHYAP)
GENERAL MANAGER – HR & ADMIN

I hereby agree and accept
all the terms & conditions
of my employment as herein stated.

Signature:

Date :

sc



MUNGI ENGINEERS PVT. LTD.

PLOT NO. E-67/68/69, M.I.D.C. AMBAD, NASHIK - 422010 (INDIA)
TEL NO. - +91-253-6640423 / 400 FAX : +91-253 - 2387025
CIN : U28910MH2004PTC 146663

Ref. No. : HR/OFF/LET/FEB/01

Date: 16th February, 2023

To,
Mr. Nishant Ramakant Naik
593/2 Mukhtangan Jimkhana
Manmad, Nashik
Maharashtra- 423 104

OFFER LETTER

Dear Nishant,

With reference to your application and subsequent interview, we are pleased to indicate our willingness to consider you for the post of **Executive- Purchase** in our organization.

The Terms and Conditions applicable to you have already been discussed with you and mutually agreed upon and your annual CTC will be Rs. 04.75 Lacs P.A.

In order to process your Appointment Letter, we request you to kindly confirm your willingness by signing the duplicate copy of this letter and returning the same to us by 18/02/2023. Please note that. In case you decide to accept the offer, the date of your joining shall be on or before 19/03/2023.

However, if you do not confirm your willingness and not joined by the said date as discussed, we shall be at the liberty to offer the job to the next suitable candidate.

Kindly collect the Medical Examination slip from company. You are requested to get your Medical Examination done accordingly on or before the date of your offer acceptance. This offer is subject to your being found medically fit.

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

Thanking you,

With regards,

For Mungi Engineers Pvt. Ltd.,

Deepak Kukawalkar
General Manager-HR & IR



NRB
BEARINGS THE ORIGINAL

NRB BEARINGS LIMITED

Dhannur, 15, Sir P.M. Road, Fort, Mumbai- 400001, India.

T : (91) 22-2266 4570 / 2266 4160

F : (91) 22-2266 0412 / 2267 9850

W: www.nrbbearings.com

CIN: L29130MH1965PLC013251

May 26, 2022

Mr. Pavan Patil
501, Sarvodaya Deep,
Chanakya Nagar,
Kalyan – West,
Thane, Maharashtra – 421 301

Dear Pavan,

With reference to the interview you had with us on May 23, 2022, we have pleasure in offering you the position of '**Deputy Manager – QMS**' at Engineering Centre, Navi Mumbai on the terms and conditions mutually discussed and agreed by us.

You are requested to join the Company on or before June 20, 2022 failing which this offer letter will stand withdrawn. Please forward us a copy of resignation letter for our records within one week of its submission to your present organization. The formal appointment letter will be given to you on your joining our organization.

Kindly return the duplicate copy of this letter duly signed by you.

Yours faithfully,

For NRB Bearings Ltd.

Shibu Warriar
Chief Human Resources Officer

pr

16th December 2022

Mr. Pramod Shrikant Patil

Room No. 791, Mhada Colony,
Satpur Ambad Link Road,
Chunchale Shivar, Nashik. Ambad.
Khurd. Maharashtra – 422 010

Phone – 72760 28223

Dear Pramod,

SUBJECT: OFFER LETTER

We are pleased to offer you an appointment for the designation of **Credit Manager** on the following terms and agreement:

1 PERIOD OF EMPLOYMENT

- 1.1** Your employment will commence on **16th March 2023** or any date mutually agreed and will continue an on-going basis, until terminated by either party as per Clause 6 of this Employment Agreement.
- 1.2** The retirement age at the Company is 60 (sixty) years. Your employment will cease automatically and without requiring us to serve any notice to the said effect, on the date of your 60th (sixtieth) birthday.

2 LOCATION

- 2.1** You shall be based in our **Nashik** office but may be required to serve the company, Group company, subsidiary in any place existing or which may come up in existence in future within or outside India, as required.
- 2.2** You may, at the discretion of the Company be transferred to any of the divisions, departments, of the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

- 3 REWARDS STRUCTURE** Our rewards structure for the above mentioned position is a bouquet of the following components:

Protium Finance Limited

(Erstwhile Growth Source Financial Technologies Limited)

(Erstwhile Growth Source Financial Technologies Private Limited)

Registered & Corporate Office Address: Nirlon Knowledge Park (NKP), B6, 2nd Floor, Pahadi Village, Off Western Express Highway, Cama Industrial Estate, Goregaon (East), Mumbai 400 063, Maharashtra.

- 3.1 Fixed Compensation:** Your annual fixed compensation will be **Rs.4,84,000 (Rs. Four Lakh Eighty – Four Thousand Only)** payable in 12 equal monthly instalments in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. This annual fixed compensation is inclusive of all statutory payments that the Company is required to make to you and on your behalf.
- 3.2 Performance Bonus:** You shall be eligible for a performance linked bonus subject to you meeting Key Performance Indicators (KPIs) and Key Resultant Areas (KRAs) as will be defined by the Company from time to time. This will be paid to you as per your performance, company performance and other parameters as many be decided by the company.
- 3.3 Payments:** Note that any payment including fixed salary/changes in compensation/performance bonus/contest payout/incentive etc. will be payable provided you are not serving notice nor have exited at the time of payout.
- 3.4 Recovery:** You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period, Incentives, Performance Bonus) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.
- 3.5 Withholding:** The remuneration including Salary, Bonuses, Monetary rewards and Incentives shall be subject to applicable taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law.

4 BENEFITS

- 4.1 Leaves:** You will be eligible to Annual Privilege / Sick / Casual Leaves as per the policy in the company.
- 4.2** If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, you shall bring this to the notice of your Reporting Manager/ Supervisor as soon as you possibly can and furnish with all information relating thereto as it may reasonably require.
- 4.3 Company Insurance:** You will be entitled to Medical Insurance benefits as per the policy of the company. In case you are eligible for ESIC contribution, your medical cover will be under ESIC only.

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4.4 Statutory Benefits: You shall be entitled to all statutory benefits like PF, Gratuity etc. as and when the company is required to make such contributions under the applicable law.

5 TERMINATION & RESIGNATION

5.1 Termination with Notice: The Company or you may terminate your employment by giving **90 days** prior written notice, with or without assigning any reason. The notice period might also be agreed upon by mutual consent between you and the Company. In the event the Company agrees to relieve you prior to completion of your notice period, you will be required to pay the Company an amount equivalent to salary for the number of days of unserved notice.

In case you give notice of termination of your employment, the Company reserves the right to enforce the notice period as per its policy, and any waiver of the same/payment in lieu of notice is at the discretion of the Company. If the Company or you have given notice of the termination of your employment, the Company may direct you not to perform any of your duties, to remain away from the Company's premises and not to contact clients or other employees of the Company for all or part of the notice period. During this time, you will remain employed by the Company and therefore remain subject to your conditions of employment and you will continue to receive your salary and contractual benefits during the notice period;

The company may extend your notice period to the extent of leaves taken during serving of notice, in case you resign from services voluntarily.

5.2 Termination without Notice Save and except the notice requirement of Clause 5.1, this agreement shall be subject to immediate discontinuation by the company at any time, without any notice or payment in lieu of notice, if the Employee –

(a) shall have committed any breach (whether by one or several acts or omissions) of his/her obligations hereunder; or

(b) is guilty of any misconduct, save for where such breach or misconduct is remedial and is not remedied within 3 days of receipt of a notice by the Company asking the Employee to cure the breach or misconduct, to the satisfaction of the Company; or

(c) has committed dishonesty, fraud, disobedience, disorderly behaviour, indiscipline, or deliberate material injury with respect to the Company; or

(d) shall have been charge sheeted or found guilty of any criminal offence; or any act, which in the opinion of the company is an act of dishonesty, disobedience, intemperance, irregularity in attendance or other misconduct or neglect of duty.

(e) shall have become of unsound mind or lunatic; or

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- (f) shall have committed any act of bankruptcy or being adjudged an insolvent or shall have taken advantage of any statute for the time being in force offering relief for insolvent debtors or being held guilty by a competent court of any offence involving moral turpitude; or
- (g) are found to be engaged in any other job/activity which has been undertaken without prior permission from the Company; or
- (h) shall have committed any act which could or is likely to harm the reputation or be adverse in any way to the Company; or
- (i) have provided false, inaccurate, or incomplete information to the company regarding your background and/or previous employment; or
- (j) have been absent for a continuous period of 10 days without prior permission (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 10 consecutive days); or
- (k) do not perform as per expectations from your job and have duly been warned of the same earlier; or
- (l) suffer permanent disability or are deceased

5.3 All property of, or relating to, the Company or its Affiliates in your possession at the time of termination, including Company records and all documents containing confidential or proprietary information of the Company or any of its Affiliates, must be surrendered by you to someone duly authorized by the Company upon the termination of the appointment. You shall not entitle to retain any duplicates of any documents or data in USB or computer disk.

5.4 Notice Pay recovery: In case you do not serve full notice, the company reserves the right to recover notice pay in your full and final settlement. In such a scenario, the company also reserves the right to give proper clearance or not.

6. COMPANY POLICIES AND PROCEDURE

- 6.1** You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. HR policies and the updates to it, which are made time to time supersedes the terms of engagement mentioned in this offer letter.
- 6.2** Without any limitations on your obligations under Clause 6.1 above, you are also required to comply with the Company's disciplinary rules, which would be applicable to you and the Company's disciplinary rules form part of your contract of employment with the Company,

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6.3 You shall not accept directly or indirectly any commission, presents, share in profit or gratuities from any party dealing with, or seeking to deal with the Company and its affiliates or otherwise violate Anti-corruption laws and regulations.

7. DUTIES

7.1 Subject to the overall supervision, control and direction by the Company, you shall perform all such duties and responsibilities as are consistent with your job role, it being clarified that such job role or designation is merely descriptive, and you shall also discharge such additional duties and responsibilities as are delegated and conferred upon you by the Company from time to time.

7.2 You will, except during the period of leave as hereinafter provided, or when indisposed by sickness, ill-health or incapacitating accident, or in the event of having obtained the prior written consent of your immediate supervisor in that behalf, or as may be otherwise agreed upon between the Company and you in writing, devote all your work time and attention to the business and affairs of the Company and shall utilise your best endeavours in promoting the interests thereof.

7.3 You will comply with all applicable internal rules, regulations, administrative instructions/guidelines, and policies of the Company in force from time to time including policies relating to leave, IT usage, travel, transfers, deputation etc.

7.4 You will make full and true disclosure in writing to the Company of any direct or indirect interest or benefit you have derived or are likely to derive through or in connection with any contractual arrangements, dealings, transactions or affairs of the Company and/or any transactions which are likely to be detrimental to the Company.

7.5 You will be required to report for work at 9:00 a.m. for every working day of the week. A normal workday shall extend until 6:00 p.m. First and Second Saturday of the month will be non-working days along with Sunday for business teams. Dependent on the work commitment and responsibilities, you may be required to spend additional hours at work.

8.CONFIDENTIALITY

8.1 You acknowledge that as a consequence of your employment with us, you will be given access to Confidential Information. You agree that while being employed by the Company, and upon

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termination of employment, for any reason, you will not, directly or indirectly, use or disclose to any person or entity any Confidential Information, other than for the benefit of Company and its Affiliates and in the course of performing your duties under this agreement.

8.2 Without prejudice to the generality of the foregoing, you will:

(a) keep confidential all the Confidential Information including the documents, whether relating to the companies policies, process, operations or not, acquired by you in the course of your employment concerning the business or affairs of the company or its clients and which are in nature of a trade secret or a secret in other respect and not divulge or disclose the same, directly or indirectly to any third party or use the same for your own benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted with the prior written consent of the management of

the Company.

(b) protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorised use or cause harm to the Company or its clients.

(c) not reproduce in any form the Confidential Information except with the prior written consent of the Company.

8.3 Your confidentiality obligations under the Agreement shall not prevent you from disclosing the same if required by Law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that you give the Company notice of such intended disclosure and an opportunity to oppose the same.

8.4 You confirm that all Confidential Information shall remain the sole and absolute property of the Company. You will, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which you had in your possession. You undertake to indemnify and keep indemnified the Company against any and all claims, damages, losses etc., which the Company may suffer, on account of unauthorized use of Company property and Confidential Information by you, as also on account of breach by you of any of the other terms and conditions contained herein, which survives the termination of the employment.

8.5 You understand that, the confidentiality clause and other clauses contained herein, which require you to maintain confidentiality of Company information, shall survive the termination of the Agreement in perpetuity. In the event, that you fail to honour the confidentiality obligations, whether

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during the subsistence of this Agreement or thereafter, you understand that, in addition to the indemnity undertaken by you under Clause 10.4 the Company also reserves the right to initiate any action that it may deem fit, against you, including but not limited to an action for injunctive relief, suit for damages, and other legal remedies.

8.6 You also acknowledges that use of the Confidential Information contrary to the provisions of this Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.

8.7 You will immediately on coming to know that any Confidential Information has become generally known or available, inform the management of the same.

8.8 In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company's property, including computers, servers, computer networks, email accounts, databases, storage, vehicles or any other gadgets.

8.9 You hereby agree that on or before the date of your discontinuation from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of social media. For the purposes of this Clause, social media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Glassdoor, Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.

9. INTELLECTUAL PROPERTY

9.1 You acknowledge that you shall disclose promptly to the Company any and all inventions, discoveries and improvements (whether or not patentable or registrable under copyright or similar statutes), and all patentable or copyrightable works, initiated, conceived, discovered, reduced to practice, or made by the Company, either alone or in conjunction with others, during the term of your employment with the Company and related to the business or activities of the Company and its affiliates ("Developments"). Except to the extent any rights in and to any Developments constitute a work made for hire that are owned ab initio by the Company and/or its applicable affiliate, you shall assign all rights, title and interest in and to all Developments (including all Intellectual Property Rights therein) to the Company or its nominee without further compensation, including all rights or benefits therefor, including without limitation the right to sue and recover for past and future

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infringement. You further acknowledge that any rights in any Developments constituting a work made for hire are owned upon creation, by the Company and/or its applicable affiliate as your employer.

9.2 Whenever requested to do so by the Company, you shall execute all applications, assignments or other instruments which the Company shall deem necessary to apply for and obtain trademarks, patents or copyrights in India or any part of the world or otherwise protect the interests of the Company and its affiliates therein. These obligations shall continue in perpetuity beyond the end of the term of your employment with the Company with respect to Developments initiated, conceived or made by you during the term of employment and shall be binding on you, your assigns, executors, administrators and other legal representatives. You hereby confirm that you shall immediately inform the Company in writing of any interest in any inventions or Intellectual Property Rights that you hold as of the Effective Date hereof. If the Company is unable for any reason, after reasonable effort, to obtain your signature on any document needed in connection with the actions described in this clause 6; you shall hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as an agent and attorney in fact to act for you and on your behalf execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of this clause with the same legal force and effect as if executed by you.

10. NON COMPETE & NON-SOLICITATION

10.1 You acknowledge that you, in the course of your employment with the Company, is likely from time to time to obtain knowledge of Confidential Information and to have dealings with the customers, service providers of the Company. You acknowledge the breadth of your covenants under this clause and admits and acknowledges that you have various other skill sets which, if deployed by you after you ceases to be an employee of or ceases to be associated with, the Company would not result in you competing against the Company. You agree to the following to the Company:

- (a) that without prejudice to any other duty implied by Law, you shall not, during the Non-Compete Period of 1 year, from date of your exit, anywhere in the world, either jointly or severally, engage in, directly or indirectly, and whether as an individual, through a partnership or as a shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise:
 - i. engage in any business that directly or indirectly competes with the whole or any part of any business or proposed business of the Company

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- ii. commence any business which is similar to the business of the Company
- iii. take up on behalf of the Company, canvass or solicit business or customer for products of a similar type to those being serviced or dealt in, or for services similar to those being provided by the Company from any Person who is a client or business contact of the Company.
- iv. induce or attempt to induce any client or customer of the Company to cease to be a client, or to restrict or vary the terms of the contract to, the Company or otherwise interfere with the relationship between such a client and the Company (save and except actions taken during the course of your employment with the Company in exercise of your power and authority as an employee of the Company and in, what you reasonably believe to be, in the interest of the Company); or induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

10.2 You further undertake that, during the Non-Compete Period of 1 year from your exit date, you shall not, directly or indirectly, partner with or enter into any activity or hire or attempt to hire for any purpose whatsoever (whether as an employee, consultant, advisor, independent contractor, partner or otherwise):

- a) any Person then engaged by the Company as an employee, officer or director or so engaged within the preceding 12 (twelve) month period ("Existing Employee") to leave the employment of the Company and shall use its best efforts to prevent any of its related entities or Persons from taking any such action.
- b) disclose to any third party the names, backgrounds, or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment.
- c) personally, or through any other Person, approach, recruit or otherwise solicit Existing Employees to work for any other employer.
- d) persuade any Person which a client/customer of the Company is, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Company.

10.3 It is clarified that you shall be deemed to have breached and failed to comply with the provisions of Clause 10.2 above, if you directly or indirectly employ, engage or retain, or the organisation of which you will be an officer, employee or shareholder (or any person connected or affiliated to such

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organisation) directly or indirectly employs, engages or retain, an Existing Employee of the Company, even if such employment or engagement arose on account of any act or omission on your part.

10.4 It is the intention of the Parties (you and the Company) that the provisions of this Clause 10 shall be enforced to the fullest extent permissible under the applicable Law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause 10. If any provision of Clause 10 shall be determined to be invalid or unenforceable, either in whole or in part, Clause 10 shall be deemed amended to delete or modify, as necessary, the offending provision and to alter the remaining provisions of Clause 10 to the extent necessary to render the same valid and enforceable to the fullest extent permissible.

11. BACKGROUND VERIFICATION

This offer of employment is subject to the successful completion of your background check. In this regard you expressly consent to the Company (or any person appointed by the company) conducting background checks prior to or after your expected joining date and the Company collecting, holding or sharing such information, to validate the details provided by you, relating to your identity, address, education details, prior work experience, CIBIL score and to conduct any criminal record checks. In order to conduct the background check, you are required to furnish the documents/information as may be required by the company. If any information provided by you is found to be false or incorrect, the Company reserves the right to take any appropriate action against you, including, but not limited to withdraw/termination of your employment.

12. Governing Law and Jurisdiction

This offer letter shall be governed by the laws in India. All disputes and differences arising out of or in connection with any of the matters set out in this offer letter, if not settled through discussions between the parties, shall be resolved by arbitration in Mumbai in accordance with the Arbitration and Conciliation Act, 1996.

The terms of this offer of employment are confidential and is not to be disclosed to any third party, other than your advisors.

If any term or provision of this Offer letter shall be declared or held invalid or unenforceable, in whole

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or in part, whether generally or in any particular jurisdiction, such provision shall be deemed amended to the extent, but only to the extent, necessary to cure such invalidity, illegality or unenforceability, and the validity, legality and enforceability of the remaining provisions, both generally, and every other jurisdiction, shall not in any way be affected or impaired thereby.

13. Validity of Offer Letter:

This offer letter constitutes the entire understanding between you and the Company relating to your employment by the Company and supersedes any previous written or oral discussions or offers, and understanding with respect to the subject matter of this offer letter.

The offer letter is valid until **18th December 2022**. If you are in agreement with the foregoing, please confirm your acceptance of the same by returning a copy of this letter duly signed or by email, on or before **18th December 2022**, where upon this letter will constitute our agreement with respect to this subject matter hereof.

We are excited at the prospect of you joining our Company and look forward to having a long and happy career with us.

Sincerely,

Priyanka Pathak
Chief People Officer

ACCEPTANCE BY CANDIDATE

I have fully read and understood the terms and agreement of this Offer Letter. I accept the same on the above-mentioned conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on _____

Signature:

Name: _____

Date:

* Please note this is a system generated letter and no manual signature is required by the authorized personnel.

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ANNEXURE A

Detailed Salary Structure

Date: 16th December 2022

Name: Mr. Pramod Shrikant Patil

Designation: Credit Manager

Department: EEG

Grade: Deputy Manager

Particulars	Annual	Monthly
Basic	242000	20167
HRA	121000	10083
Special Allowance	99400	8283
Fixed CTC	462400	38533
Employer PF	21600	1800
Cost to Company	484000	40333

- Company will deduct any statutory amounts as per government guidelines from the Total CTC including PT, LWF etc.
- Provident fund will be deducted as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. If you wish to opt for PF at 12% (each for employee and employer contribution), kindly intimate payroll on the date of joining and we will incorporate the new structure in our system. Do note that this will lead to a lower net salary as compared to the annexure above.
- ESIC if applicable will be deducted as per the ESIC Act of 1948.
- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972 as applicable.
- 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 same CTC.

Your Name and Signature, confirming acceptance of the above terms and conditions.

Signature: _____ Name: _____ Date: _____

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OFFER CUM APPOINTMENT LETTER

Date of Offer	01/12/2021	Project ID	211
Employee Name	Sagar Vishnu Sonawane	Client Name	Aviral Crop Science Private Limited
Designation	Crystal Doctor	Deputed Client Work Location	KHARGHAR
Contract Start Date	01/12/2021	Contract End Date	30/11/2022
Employee Code	21121711	Notice Period (in Days)	15

Dear **Mr. Sagar Vishnu Sonawane**.

1. With reference to your application and subsequent meetings, we are pleased to appoint you for the above-mentioned designation on contractual basis as per the contract period mentioned above. Your appointment is a fixed term contract till the contract period mentioned above after which your appointment will end automatically without any written or verbal communication in this regard.
2. Your employment is governed by the service rule of M/s. Aviral Crop Science Private Limited. (here after called as "company") and your work location will be deputed Client work location as mentioned above.
3. This letter is valid only if you report on time for joining your duty at deputed client work location as per the above-mentioned contract start date.
4. You will be paid as per the Salary Breakup provided as attached in Salary Breakup Annexure.
5. You agree that you will not hold any right to claim the permanent job based on this Offer cum letter of appointment with company and as well as deputed client.
6. During the tenure either party can terminate the services by giving the notice period as mentioned above or by paying Gross Wages in lieu of that. However, company shall have full right to terminate the contract without giving notice or paying in lieu of notice, if termination of contract has been done for any reasons of negligence, irregular attendance, improper behavior, unsatisfactory progress, indiscipline, disloyalty, damaging and /or mishandling of tools, instruments, equipment's and accessories, and such other company and deputed client's belongings.
7. You are required to complete joining formalities within 3 days of contract start date and submit all the relevant documents as asked in joining checklist within 3 days of the joining. In case of non-submission, wrong submission or incomplete submission of documents company has the authority to terminate your services at any time during your services without giving any notice or pay in lieu of notice period.
8. You are required to render your services to the above-mentioned deputed client premises, subject to the terms and conditions of this Offer Cum Appointment Letter duly accepted and executed by you. Your current location will be deputed Client's premises, but you are liable to be shifted from one job or department or city or client to another in accordance with the exigencies of work or managerial or administrative or business requirements. Further, you will be required to strictly adhere and comply with instructions received by you, from us or any other authorized person on behalf of our Management and will be bound by our Service Rules and Regulations.
9. In terms of your Contract of employment, you shall be required to –

Aviral Crop Science Private Limited (Formerly known as Toonz Retail India Private Limited)

Registered Office Address: 320/02, Flower Garden, K.H. Ranganatha Colony, Opp. BHEL, Mysore Road-560026

Corporate Office Address: B-95, Wazirpur Industrial Area, New Delhi-110052

Ph. No: 011-49007100, Email: info@crystalcrop.com

CIN: U18204KA2009PTC051872

- i. Faithfully perform your duties and services in a professional manner at the deputed Client's location until the completion of the contract period or the Work assignment whichever is earlier.
 - ii. During the term of your Work assignment, render services exclusively to the deputed Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of deputed Client or our Company.
 - iv. Not to receive any payment or kind of any nature, either directly or indirectly from the deputed Client or any third party unless authorized by company in writing or confirmed as per e-mail.
 - v. Extend all co-operation to deputed Client, their employees, representatives and the like and do all such things as may be necessary, as also to comply with all terms of this Appointment Letter and Service Rules, which are available on our website for your constant ready reference, perusal and diligent compliance.
 - vi. Report and be present at the designated location during the working hours conveyed and to abide by the Rules and Regulations, as required by the deputed Client.
 - vii. Comply with the confidentiality, safety, health and other Rules and Regulations of the deputed client and our Company.
10. You agree to defend, indemnify and hold our Company as well as the deputed Client harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Work assignment letter or legal dues of your previous jobs or action or for misconduct for violation of any law or creation of any legal liability by you.
 11. During the complete tenure of your contract with company, you will be eligible for 12 days of leave equally distributed in each calendar month of the contract term. Any unavailed leave for any calendar month will be deemed to be lapsed at the end of that month. You will not take any leave without prior written approval of your reporting manager (whether from company or deputed Client). Any absenteeism for more than 3 (three) consecutive days without Information and Prior written Approval shall be considered as will full Unauthorised Absenteeism and will allow company to take disciplinary action against you. Company will have the right to terminate your services considering no call no show as your wilful resignation on non-following of company "Code of Conduct" and hence you will not be eligible for any pay against Notice period and the period you have not attended the office.
 12. You are eligible to avail Festival Holidays as per the deputed client locations during your contract term.
 13. Any dispute shall be subject to court at Delhi Jurisdiction only.
 14. For TDS (Tax deduction at source) computation in case of non-submission of PAN Number, company shall deduct flat percent of TDS on your total earnings as per the Income Tax Act. Apart from above terms conditions your appointment will be governed by the acts and laws application to the contract in respect to leaves, medical benefits, state level act and laws, deputed client's policies, targets etc.

For Aviral Crop Science Private Ltd.



Authorized Signatory

Please sign the copy of this letter as a token of your acceptance to all the terms and conditions mentioned above and declare that the information provided by you in the Joining documents submitted to company is true & valid.

Employee's Signature: _____

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Corporate Office Address: B-95, Wazirpur Industrial Area, New Delhi-110052

Ph. No: 011-49007100, Email: info@crystalcrop.com

CIN: U18204KA2009PTC051872

Salary Breakup Annexure			
Name	Sagar Vishnu Sonawane	Location	MS-YEOLA
Designation	Crystal Doctor	Reporting Authority	Darade Avinash
Department	Sales	Expected Date of Joining	12/1/2021
A	Base Component	Monthly	Annual
	Basic Pay	12286	147432
	House Rent Allowance	2283	27396
	Statutory Bonus	1023	12276
	Special Allowance	0	0
	Gross Salary	15592	187104
B	Statutory & Mediclaim		
	Employer EPF Contribution	1474	17688
	Employer ESI Contribution	507	6084
	Medical Insurance Premium	0	0
	Fixed Cost to Company (A+B)	17573	210876
Total CTC		17573	210876
<p>Benefits, Retirals & Perks shall be as per relevant statutory rules and company policies, as applicable.</p> <p>Insurance Premium paid by the company provides GTL & GPA for self and GMC for self & family (as per company policy).</p> <p>Gross Payments are subject to EPF, ESI, TDS, Proof. Tax and any other statutory deductions, as applicable.</p> <p>All above payments are subject to TDS or any other statutory deductions, as applicable.</p>			

Aviral Crop Science Private Limited (Formerly known as Toonz Retail India Private Limited)

Registered Office Address: 320/02, Flower Garden, K.H. Ranganatha Colony, Opp. BHEL, Mysore Road-560026

Corporate Office Address: B-95, Wazirpur Industrial Area, New Delhi-110052

Ph. No: 011-49007100, Email: info@crystalcrop.com

CIN: U18204KA2009PTC051872

Godrej Industries Limited
Regd. Office: Godrej One,
Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai 400079. India.
Tel.: 91-22-2518 8010/8020/8030
Fax: 91-22-2518 8068/8063/8074
Website: www.godrejindustries.com

CIN: L24241MH1988PLC097781

9th June, 2021

Sandip Chopade

At post - Talai,
Taluka – Erandol,
District – Jalagaon,
Maharashtra - 425110

Dear Sandip,

We have pleasure in appointing you as **Junior Officer – Production, Ambernath** in our organization on the following terms and conditions:

Your appointment takes effect from **9th June 2021**.

1. You will be attached to our **Ambernath Factory**. However, your services are transferable at the discretion of the Management to any other section/ department / establishment or any of our subsidiary / associate companies in the world.
2. Your annualized CTC, at target level PLVR of **21000/- (Rupees Twenty-One Thousand only)** will be **Rs. CTC 300000 /- (Rupees Three Lacs only)**. You will be entitled to the benefits and perquisites as are applicable to members of the **Junior Officer Grade**, as in force from time to time, as per our Company's rules.
3. As per the company policy, if you join on or before 30th September in the year then you will be eligible for an increment in subsequent April. If you join on or after 1st October in the year then you will be eligible for increment from the next financial year.
4. Your service is terminable by giving 30 days' notice during the probation period. However, after confirmation, 60 days' notice in writing on either side is necessary for termination of employment.
5. You will be on probation for a period of six months, which is subject to extension for a further period not exceeding six months, if so desired by us. On satisfactory completion of your probation, you will be confirmed by an order in writing. In case no such written order is issued to you on or before the expiry of your probation or on expiry of the extended period of probation as the case may be, your services shall be deemed to have been terminated on expiry of your probation or on expiry of such extended period of probation. If this contract is not otherwise terminated, you shall superannuate from the services of the company on the last working day of the month in which you complete 60 years of age.
6. You will be entitled to 25 days Consolidated Privilege Leave (CPL) in a year and Sick Leave on need basis.

7. Your employment will be subject to the Company's establishment orders, issued from time to time, insofar as they may be applicable to you.
8. You will be entitled to Provident Fund as per the rules and any other statutory provisions that may be made applicable to the employees will also apply to you.
9. You will do and perform all such duties as may be entrusted to you from time to time, in the above capacity or in any other capacity, to the best of your ability and also conduct yourself faithfully and conscientiously.
10. You will give your wholehearted and undivided attention to your work and will not, whilst in the service of the Company, concern yourself directly or indirectly with any other duties or outside work, without obtaining the prior permission of the Management in writing.
11. As an employee of the Company, you will have access to confidential information in respect of the Company or any Associate / Affiliated Company. Unless specifically authorized by the Company or the relevant Affiliated Company, you shall not, during your employment with the Company or afterwards
 - a. disclose confidential information to any third party or
 - b. use this information for your own purposes or for any purposes other than those of the Company, or
 - c. Cause any unauthorized disclosure of the said confidential information due to negligence on your part.

You shall deliver up to the Company as requested from time to time and on your separation, all notes and records (including copies and electronic data) made or received by you relating to your work to the Company and all other material containing confidential information of the Company or any Affiliated Company.

12. In the event of a breach of the obligations of clause 9, you shall be liable for any and all damages caused to the Company. Such damages would include actual damages and lost profits. The respective regulations of the laws of India will be applicable and enforced.
13. You will not engage yourself directly or indirectly with any company, firm and / or with an individual or be engaged in any business which competes with the business of the company for a period of one year after you leave the services of the Company.

Sandip Chopade
Junior Officer – Production

	Salary Structure	
	P.M.	P.A.
Basic	7500	90000
HRA	3750	45000
Flexi	9839	118071
Fixed	21089	253071
PF	1800	21600
Gratuity	361	4329
Retirals	2161	25929
Gross	23250	279000
PLVR I		14700
PLVR C		6300
PLVR		21000
CTC		300000

Other details

CPL: 25 days p.a.

SL: On need basis

Hospitalization Cover: 5 Lakhs p.a.

Group Insurance: 30 Lakhs p.a.

PLVR -Performance Linked Variable Remuneration
PLVR I -Based on Individual Performance
PLVR C -Based on Business Performance

Kindly return to us the duplicate copy of this letter duly signed as a token of your acceptance of the above terms and conditions.

Yours faithfully
For **GODREJ INDUSTRIES LIMITED**



Soumyajit Pradhan
Manager (Human Resources)

I AGREE TO THE ABOVE TERMS AND CONDITIONS OF EMPLOYMENT

(Sandip Chopade)

OFFER & APPOINTMENT LETTER

Offer Release Date: November 23, 2021

Satyam Sanjiv Kakade
Pune
Pune, Maharashtra

Dear Satyam Sanjiv Kakade,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in HCL Technologies Ltd. (herein referred as "HCL" or "Company") we are pleased to inform you that you have been selected for employment in our organization as **Test Engineer**.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

We take this opportunity to thank & appreciate your decision to join HCL. You are requested to join us on or before **November 30, 2021**.

You will be on probation for a period of **6 months** from the date of your joining. Your compensation would be as outlined in a separate document "**Salary Structure**". The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL. **Annexure I** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter and Annexure and submit the same within 7 days to at the address given below:

Recruiter:

Recruiter Address: HCL Technologies Ltd.

A-8-9, Sector 60, Noida 201301, U.P. (India)

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by HCL. Your written consent and requisite copies of documents is necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation is solicited in this regard to enable us complete the necessary pre-employment check on time and enable you on-board us.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance.

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Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

For **HCL Technologies Ltd.**,



Amrita Das

Vice President, Head-Global Rewards

ANNEXURE I

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ✚ Basic Salary
- ✚ Monthly Allowances
- ✚ Variable Pay
- ✚ Retirals & Insurances Benefit

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

SIGNATURE OF EMPLOYEE:

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB): You will be eligible to Performance bonus of << Currency >> < PB >> per annum. Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable to you at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per our Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependants will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

.

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed),

additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.

- The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

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You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Pune(A008).

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

4. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **three months** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

5. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

6. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. • In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

7. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

8. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

9. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

10. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

11. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

12. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

14. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti Corruption, Business

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Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include upto termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
<ol style="list-style-type: none"> Highest Qualification- Admit card, college and university official's (Registrar and Director) detail Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. 	
Things to Remember	
<ol style="list-style-type: none"> The information provided in Resume and background verification form must be same. Information provided in background verification form must be accurate. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP). Any Gap in Employment or Education must be informed explicitly to the recruiter. 	
Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.	

List of Documents required for joining / induction day (Hard Copies)		
S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1

6	Passport Size Photographs (Only with white background)	3
<p>Please Note –</p> <ul style="list-style-type: none">• Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.• HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.		

- Please ensure all documents are Self-attested (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are 0900 to 1830 IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

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Annexure IV

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number - 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower - 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore - 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,Hcl It City, Sdc-01, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 - 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

In event of you having to relocate from another city the Company will provide accommodation for yourself and immediate family at the company guest house for the initial 15 days, the cost of which will be borne by the company. Any extension of the guest house accommodation will be subject to availability of rooms and approval from the reporting manager. The cost for the extended days of stay will be borne by you.

This offer and Appointment letter with all the enclosures and Annexures are completed in all respects and it is clearly understood and agreed that there is no other commitment or understanding apart from this.

If there are any components mentioned in the letter which are other than regular CTC, they need to claimed within 6 months of joining/ as specified under related policies of the Company.

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For **HCL Technologies Ltd.,**



Amrita Das

Vice President, Head-Global Rewards

Date: 19.08.2023

Mr. Aditya Nitin Patil
F-1, Devdatta Appt
Near Anand Nagar
Gangapur Road, Nasik - 422013

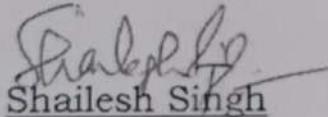
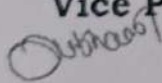
SUBJECT: INDUSTRIAL TRAINING

Dear Aditya,

This has reference to your application for Industrial training with us. We are pleased to inform you that you are permitted to undergo **8 weeks** Industrial Training in our organization. Your training period shall commence w.e.f. **21.08.2023**.

You are advised to observe the company's rules and regulations during the tenure of your training.

This training does not grant you any right on employment or employer-employee relationship with the Company and Company is not liable to provide you any type of services or any stipend whatsoever during or on completion of your training.

for Mother'son Sumi Wiring India Ltd.Shailesh Singh**Vice President - HRM**

Regd Office:

Unit - 705, C Wing, ONE BKC, G Block Bandra

Kurla Complex, Bandra East

Mumbai - 400051, Maharashtra, India

Tel: +91-22-613 54800, Fax: +91-22-613 54801

CIN No.: U29306MH2020PLC341326

Fe.

Date: 05/04/2014

Letter of Intent (LOI)

Dear MUKUNDRAJ

Subsequent to the meetings between RXL Service.com (I) Pvt Ltd. and you, we are pleased to issue a Letter of Intent on the terms set here in.

1. You are being offered the position of **Customer Care Executive**
2. You shall join the Company on 07 (DD) 04 (MM)/2014. In the event of you not joining on the given date, this offer shall be considered as revoked.
3. **The offer is subject to the following conditions;**
- Accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date
 - You meeting all the evaluation criteria in all the trainings and clearing Internal & Client Assessments.
 - Successful background and reference check
 - You clearing the typing evaluation of 25 wpm with the specified accuracy of 90% by the end of the training period.
 - You have not appeared for any interview with EXL in the past 90 days from today.

If any of the above conditions are not met, this LOI/ Employment agreement would be liable to be terminated.

4. You shall be based in **PUNE** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India
5. As an employee of the Company, you will receive an annual CTC (Cost to the Company) of 2,40,000/- p.a. This will be payable to you in accordance with the prevailing standard compensation plan of the Company.
6. The job offered entails working in shifts (night shift included).

Please note that camera cell phones, digital or any other recording devices are not allowed within the EXL facility. Please declare and submit the same at the entry gate.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours sincerely,

For [XL Service.com](http://XLService.com) (I) Pvt. Ltd.

Authorized signatory

Temp ID No. : 13-14/12111

☐ I accept the terms and conditions of this offer

→ Offer subject to Relocation



महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८

नमुना 'क'

महाराष्ट्र दुकाने व आस्थापना नियम, १९६९ च्या नियम ६ अन्वये

आस्थापनेच्या नोंदणीचा दाखला

नोंदणी क्रमांक

१७२०६००३११०७२१९३



आस्थापनेचे नाव

टिनिरी व्हॅन्सर

कामगार लावणाऱ्याचे नाव (मालकाचे)

साथली सुरेश नंदन (मागीदारी)

पेयाचे स्वरूप

VEG RESTAURANT SNACKS COLD DRINKS AND JUICE

धंद्याच्या ठिकाणाचा पत्ता

शॉप नं. ८, शिवाय अपार्टमेंट, समर्थ नगर, नाशिक, नाशिक, ४२२००५

पूर्वीचा नोंदणी क्रमांक व तारीख

०१-०५-२०१९

कामगार संख्या

३

साप्ताहिक रेंज वार

महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८ अंतर्गत निरीक्षक भोमे कार्यालय
असा दाखला देण्यात येत आहे कि टिनिरी व्हॅन्सर ही आस्थापना महाराष्ट्र दुकाने व आस्थापना
अधिनियम, १९४८ अन्वये सपाहारगृहे व खानावळी माधुन नोंदणी आहे.

Signature valid

Digitally Signed By Ashok Chavan Bhamare (Dy

Commissioner Of Labour (Nashik)

Date : 11-May-2024 11:41 AM IST



दिनांक ११/०५/२०१९

निरीक्षक

महाराष्ट्र दुकाने व आस्थापना अधिनियम, १९४८

अंतिम तारीख	नूतनीकरण के खाती तारीख व अर्ज क्रमांक	भरलेले शुल्क
११/०५/२०२०	११/०५/२०१९ - १००११३०३१३०३३	२५०३.००
अनुक्रमांक	मागीदाराची नावे	मागीदाराचा पत्ता
२	कामल शैलेष्ट देवगुल	नाशिक
३	विनय हेमंत जाधव	वेरपुर, तुळजा

नोंदणी प्रमाणपत्राचा कालावधी संपल्यानंतर दिनांक ११/०५/२०२० पासून दिवस आधी नूतनीकरणसाठी अर्ज करावा.

हा दिवस नोंदणी दाखला मजूर परवाना नाही आणि हा दाखला देण्यात आल्यामुळे त्या मजूर हे दुकान/आस्थापना स्थित आहे, त्या मजूर कामगारही नेमान अर्ज करावयात होत नाही, तरीय
असा मजूर हे दुकान/आस्थापना स्थित आहे, तो मजूर आज दिनांक शेवटी अस्तित्वात असल्यासंदर्भात सा दाखल्यामुळे कोणताही दणका वा त्यामिती सदरहु निधीक्यास प्राप्त होत नाही.

मजूर नोंदणी दाखला हा अर्जदारास दिलेल्या स्वयंप्रमाणपत्र आणि स्वयंसाधकित अधिसूचनाच्या अध्याये देण्यात आला आहे, त्यानुसार प्रत्येक मागीरी करण्यात आलेली नाही, सदर मागीरी खोटी/
अथवा निराश्रयास दाखला देऊन अर्जदारास देऊन व अर्जदारावर कोणतीही कारवाई करण्यात येईल.

मजूर नोंदणी हा आस्थापना नोंदणी संदर्भात अस्तित्वातुळ जागा मालकीचे कोणतेही हक्क प्रस्थापित होत नाही, मालकी हक्का बाबतच्या कुठल्याही विवादासही हा दाखला मालकी हक्क (अथवा
मजूर नोंदणी) कोणत्याही प्रकारा मजूर नोंदणी प्रस्थापित होत नाही. (This registration certificate is not valid proof for ownership / possession / right to property of the premises.)

"बालकामगार कामगार ठेवणे गून्हा आहे"



REDMI NOTE 5 PRO
MI DUAL CAMERA

Date: 13/11/2017
Mr. Vaibhav Rajendra Kadam
Flat F2, Souq Al Kabeer,
Bur Dubai.

Congratulations! Wise Deal General Trading LLC is pleased to offer you the position of Accountant.
We trust that this offer will meet with your approval.

Reporting to Sr. Accountant, your starting salary will be AED. 4500 per month + accommodation as per rules. Your working hours are 09:00am to 07:00pm, Saturday to Thursday and your first day of work will be 18/11/2017 at 09:00am.

This offer is conditional upon our satisfactory completion of your reference checks.

Please sign enclosed copy of this letter and return it to us by 16/11/2017 to indicate your acceptance of this offer.

The entire team at Wise Deal is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

Sincerely,


Mr. Rashid Narayan
Wise Deal General Trading LLC
P.O. Box: 29066
DUBAI - U.A.E.

I accept this offer as outlined above and in the attached documents


Mr. Vaibhav Rajendra Kadam

Date: 13/11/2017



Ref. DT/HR/DT_____
Date: 16/09/2015

Mr. Prathamesh P Deshpande
T.No.: DT_____
Date of joining: 17/09/2015
Dept.: Sales
Location: J M Road

Subject: Appointment Order, Salary details and terms and Conditions of Employment.

Dear Mr. **Prathamesh**,

With reference to our discussion you had with our Head, we are pleased to appoint you as **Trainee Sales Officer** in our organization with effect from 17/09/2015

1. You will report to Manager Sales and Head of the Organization.
2. Your Training period will be for One Year w e f 17/09/2015 to 16/09/2016. On the successfully completion of Training period, you will be put on Probation for a period of three months in the organization
3. You will base at our Jangli Maharaj Road Branch.

The detailed Salary sheet and Terms & Conditions are enclosed herewith for your ready reference.

You are requested to return duplicate copy of this letter duly signed by you as token of acceptance of appointment letter with Annexure A & Annexure B.

With the best wishes,

For Darshan Tyres

Nayan V Gandhi
Proprietor



सहायक शासन

PN

0162335

मुंबई दुकाने व संस्था अधिनियम, १९४८

नमुना 'ड'

(सहायक दुकाने व संस्था नियम, १९६१ च्या नियम ६ अन्वये)

संस्थेच्या नोंदणीचा दाखला

हप/११/२२४८७

१. नोंदणी क्रमांक

२. संस्थेचे नाव

नक्षत्र एंटरप्रायझेस

३. नोंदणीकृत
नाव (संस्थेचे)

श्री हर्षद प्रदीप गुरुव

४. धंद्याचे स्वरूप

जाना वस्तुची विक्री व कॅन्टिन्स *

ए. जी. पठाण

५. धंद्याच्या ठिकाणचा पत्ता

६८ नं ३३ वेराहना सोसायटी हपवर पुणे

६. पूर्वीचा नोंदणी क्रमांक

व संस्था सुरू व्हावेची तारीख

०१/१०/११

७. कामगार संख्या

५

८. साप्ताहिक वेत वार

मुंबई दुकाने व संस्था अधिनियम, १९४८ अंतर्गत निरीक्षक यांचे कार्यालय

असा दाखला देण्यात येत आहे की,

नक्षत्र एंटरप्रायझेस

ही संस्था, मुंबई दुकाने व संस्था अधिनियम, १९४८ अन्वये

नक्षत्र एंटरप्रायझेस

नक्षत्र एंटरप्रायझेस तारीख

१२/१०/२०११



मुंबई दुकाने व संस्था अधिनियम, १९४८

(१६ डिसेंबरपूर्वी नूतनीकरण करावे)

- टीप.-
१. वरील नोंदणीमाळे कोणताही बदल झाल्यास त्या बदल करून घेण्यात यावे.
 २. हा केवळ नोंदणी दाखला असून परवाना नाही आणि हा दाखला देण्यात आल्यामुळे ज्या वास्तुत हे दुकान / आस्थापना स्थित आहे, त्या वास्तुत कोणतीही वैधता आपोआप संपुष्टात येत नाही. तसेच ज्या वास्तुत हे दुकान/आस्थापना स्थित आहे ती वास्तु आज दिनांक वेळेस अस्तित्वात असल्यासंबंधात या दाखल्यामुळे कोणताही तक्रार वा स्वामित्वा सदरहू नियोजित प्राप्त होत नाही.
 ३. कलम ६२, नियम २० (अ) नुसार संस्थेच्या नावाचा फलक मराठी देवनागरी लिपीत लावणे बंधनकारक आहे.

ब. का. मु. - वि (वाच) ७६



BNY MELLON

February 13, 2015

Mohammad Wasim
R.No. 402, Arbaz Ultimate
Parge Nagar
Kondhwa Khurd
Pune

Dear Mohammad,

Offer of employment by BNY Mellon International Operations (India) Private Limited ("the Company")

1. **Commencement**

Your employment will commence on **February 23, 2015**. No prior service will be taken into consideration for the purposes of determination of your length of service.

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 **Operations Executive**, 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 **Team Leader**. The Company reserves the right to change the person you will report to, or your reporting lines generally, at any time during your employment.

3. **Place of Work**

Your place of work will be at Company's premises at **53, 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. In such case, you shall be bound by the policy, service conditions of such other office or Affiliate.

You may also be required to travel to other parts of the country and travel overseas, as may be necessary or required for the proper discharge of your duties.

4. **Other Interests**

You must devote your full time, attention and abilities to your job duties during working hours, and act in the best interests of the Company at all times. You must not, without the Company's written consent, be in any way directly or indirectly engaged or concerned in any other business or be involved in any other activity where this is or is likely to be in conflict

1 ac

BNY Mellon International Operations (India) Private Limited

Registered Office:

Tower III, Level III, Cybercity, Magarpatta City, Hadapsar, Pune 411013, India

Tel: +91 20 6643 2300 Fax: +91 20 6607 3640

CIN: U72900PN2004FTC022163

Scanned with Cam



UNIQUE INSTITUTE OF HIGHER LEARNING PVT. LTD.

Apt No1 to 5, Vastu Chambers, S.No.1202/39 Plot No. 567/2B, Shirole Lane, Opp F.C Main Gate, Shivajinagar, Pune.

Appointment Order

Date: 7th Dec. 2015

Name: Bhavana Anil Junnarkar

Appointed as: Accountant

We refer to your recent interview for the above position and are pleased to advise that we are offering you the position of Accountant with our company.

Under the following terms and conditions:

1. Salary:

Your salary will commence at 25,000/- per month

2. Probationary Period:

Your appointment will be subject to a probationary period of 3 months. An official confirmation of your appointment will be notified to you in writing.

3. Working hours:

Your working hours will be as follows:

Mon- Fri: 9 am to 6pm

Lunch Break: 1pm to 2pm

At times, you may be required to work irregular hours, including Saturday and Sunday. Appropriate time off will be considered for work performed outside normal operational hours.


Director
TUKARAM NAMDEV JADHAV

Date: June 01, 2015
Name: Mohammad Zahid
Emp. No: 221348

CONFIRMATION

Dear Mohammad Zahid,

Congratulations – you have been confirmed to the position of **Associate - Ops** in **WNS Global Services Pvt. Ltd.** This is with effect from **June 01, 2015.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Global Services Pvt. Ltd,

2

Nitin Sardana
Sr. General Manager – Human Resources

WNS Global Services Pvt. Ltd., Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai - 400 078, India
Tel: +91 22 4006 2100 | Fax: +91 22 2518 8307

CIN: U72200MH1996PTC100196

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलाराह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	१९३१४००३१३२७९४४६								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०५७७८२०११०३								
३.	आस्थापनेचे नाव	:	फॅशन शुज FASHION SHOES								
४.	कामगारांची एकूण संख्या	:	०								
			<table border="1"> <tr> <td>पुरुष</td> <td>स्त्री</td> <td>इतर</td> <td>एकूण</td> </tr> <tr> <td>०</td> <td>०</td> <td>०</td> <td>०</td> </tr> </table>	पुरुष	स्त्री	इतर	एकूण	०	०	०	०
पुरुष	स्त्री	इतर	एकूण								
०	०	०	०								
५.	अ) मालकाचे नाव	:	श्री. निखिल रमेश बनसोडे SHREE NIKHIL RAMESH BANSODE								
	ब) आस्थापनेचा पत्ता	:	गाळा नंबर १, मेन रोड, भारती विद्यापीठ जवळ, मलकापूर, मलकापूर (न.पे), कराड, सातारा, ४१५५३९								
६.	<p>सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल.</p> <p>ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य घरता येणार नाही.</p>										
७.	व्यवसायाचे स्वरूप	:	शुज व चप्पल / SHOE CHAPPLE								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही.

दिनांक : ३१-०७-२०१९

ठिकाण : Satara

कार्यालयाचा पत्ता : Shop Inspector Office, Karad, Address- १०६, Raviwar Peth, Lingayat Math, Karad, Taluka - Karad, District-Satara.

अर्जाचा अर्ज.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०५७७८२०११०३	२३.६०



MOLS NO.: 1530

Roll No. _____ RRF No. SRBTLFWEST 2 NPO05243 Date: 13/04/16
Candidate Name: Swaminath Suresh Saha
First Name Middle Name Last Name
Father name: Suresh Saha Date of Birth 28/03/92 (DD/MM/YY)
Address: AT Flat No. 03, Shri Krishna Contact No. 9040135228
Residency, S. No. 12/19/11, E-mail ID: _____
Sukhsagar Nagar, Kharaj Pune



Employment Offer

Dear Candidate,

We are pleased to offer you the post of Sr Executive (Designation) at Grade C1 Gross Salary of Rs. 12300/- and CTC of Rs. 14452/- (Per month) with I-Process Services (India) Private Limited. Statutory deductions will be made as applicable under law.

You date of joining shall be 15/04/16 (DD/MM/YY)

You have provided self-attested copies of following documents at the time of joining.

1. 8 Passport size photograph of self (with name & mobile number on the backside of Photograph)
2. Photo ID Proof
3. Residence Proof (Present/Permanent)
4. Date of Birth Proof (Self Attested)
5. Experience Certificate/Relieving letter, if applicable (Self attested) or copy of resignation. (Immediate employer)
6. Qualification Certificates and Marks Sheet (Self attested) (Graduation is must)

A detailed letter of appointment shall be issued to you at a later date. This letter is issued to you based on the representatives made by you and this offer of employment/subsequent appointment is subject to:

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

Please note that we will not be able to process your joining formalities in absence of above documents.

You are requested to sign & return a copy of this letter, failing which this offer shall stand withdrawn.

Yours Sincerely,

For I-Process Services (India) Private Limited.

Authorized Signatory

Name: Sameer Gadekar Ecode: 40452

I have read all the terms and conditions of the offer and would like to confirm my acceptance. I further understand that the offer is conditional and my appointment is subject to successful completion of induction training and also satisfactory results of my verification and reference checks. I further agree that I am bound by the contents of this letter, my undertaking and indemnities to the company as well as by the service conditions of the company. I have understood all such terms and conditions and my appointment shall be subject to all such terms and conditions

Signature of Candidate:

Date: 13/04/16

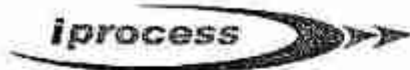
Regd. Office: Acme Plaza, 4th Floor, Unit # 408-409, Andheri-Kurla Road, Andheri (E), Mumbai - 400 059

CIN No.: U72900MH2005PTC152504 • Mail id: contact@iprocess.in, hr.helpdesk@iprocess.in

Received

Swaminath

15.4.2016



MOLS NO. : 1527

Kit No. _____ RRF No. START PIN WEST 2NP000543 Date: 13/06/16
Candidate Name: ISHA GHANSHYAM AGRAWAL
First Name Middle Name Last Name
Father name: GHANSHYAM PARANANAND Date of Birth: 10/08/93 (DD/MM/YY)
Address: C/O, FLA 1104 ALCON SIGNATURE Contact No. 9890180767
S.M. 19/1/1973, Kondhwa BK. E-mail ID: _____
Mr. Pooja Vetr Bhatt Pune

Employment Offer

Dear Candidate,

We are pleased to offer you the post of Sr Executive (Designation) at Grade C4 Gross Salary of Rs. (12300)- and CTC of Rs. 14482/- (Per month) with I-Process Services (India) Private Limited. Statutory deductions will be made as applicable under law.

You date of joining shall be 15/06/16 (DD/MM/YY)

You have provided self-attested copies of following documents at the time of joining.

1. 8 Passport size photograph of self (with name & mobile number on the backside of Photograph)
2. Photo ID Proof
3. Residence Proof (Present/Permanent)
4. Date of Birth Proof (Self Attested)
5. Experience Certificate/Relieving letter, if applicable (Self attested) or copy of resignation. (Immediate employer)
6. Qualification Certificates and Marks Sheet (Self attested) (Graduation is must)

A detailed letter of appointment shall be issued to you at a later date. This letter is issued to you based on the representatives made by you and this offer of employment/subsequent appointment is subject to :

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

Please note that we will not be able to process your joining formalities in absence of above documents.

You are requested to sign & return a copy of this letter, failing which this offer shall stand withdrawn.

Yours Sincerely,

For I-Process Services (India) Private Limited.

Authorized Signatory

Name: Samir Grewal

Ecode: A00002

I have read all the terms and conditions of the offer and would like to confirm my acceptance. I further understand that the offer is conditional and my appointment is subject to successful completion of induction training and also satisfactory results of my verification and reference checks. I further agree that I am bound by the contents of this letter, my undertaking and indemnities to the company as well as by the service conditions of the company. I have understood all such terms and conditions and my appointment shall be subject to all such terms and conditions.

Signature of Candidate: Isha G. Agrawal

Date: 14 June 2016

Regd. Office : Acme Plaza, 4th Floor, Unit # 408-409, Andheri-Kurla Road, Andheri (E), Mumbai - 400 059

CIN No. : U72900MH2005PTC152504 • Mail Id : contact@iprocess.in, hr.helpdesk@iprocess.in

Received
[Signature]
14-06-2016



MOLS NO. :

1523

Kit No. _____ RRF. No. IRARIFIN WES/2NP000542 Date: 13/06/16
Candidate Name: Suhans Bubam Margale
First Name Middle Name Last Name
Father name: Bubam Gujaram Margale Date of Birth 15/08/93 (DD/MM/YY)
Address: House no. 44, Survey no. 12/16, Contact No. 9823395836
Nanded Phata Road, Mr. Lagad, E-mail ID: _____
Transport Pune

Employment Offer

Dear Candidate,

We are pleased to offer you the post of Sr Executive (Designation) at Grade C4 Gross Salary of Rs. 12300/- and CTC of Rs. 14452/- (Per month) with I-Process Services (India) Private Limited. Statutory deductions will be made as applicable under law.

You date of joining shall be 15/06/16 (DD/MM/YY)

You have provided self-attested copies of following documents at the time of joining.

1. 8 Passport size photograph of self (with name & mobile number on the backside of Photograph)
2. Photo ID Proof
3. Residence Proof (Present/Permanent)
4. Date of Birth Proof (Self Attested)
5. Experience Certificate/Relieving letter, If applicable (Self attested) or copy of resignation. (Immediate employer)
6. Qualification Certificates and Marks Sheet (Self attested) (Graduation is must)

A detailed letter of appointment shall be issued to you at a later date. This letter is issued to you based on the representatives made by you and this offer of employment/subsequent appointment is subject to :

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

Please note that we will not be able to process your joining formalities in absence of above documents.

You are requested to sign & return a copy of this letter, failing which this offer shall stand withdrawn.

Yours Sincerely,

For i-Process Services (India) Private Limited.

Authorized Signatory

Name: Samir Govil

Ecode: ADOL

I have read all the terms and conditions of the offer and would like to confirm my acceptance. I further understand that the offer is conditional and my appointment is subject to successful completion of induction training and also satisfactory results of my verification and reference checks. I further agree that I am bound by the contents of this letter, my undertaking and indemnities to the company as well as by the service conditions of the company. I have understood all such terms and conditions and my appointment shall be subject to all such terms and conditions

Signature of Candidate: Suhans

Received

Date: 14/06/2016

Regd. Office : Acme Plaza, 4th Floor, Unit # 408-409, Andheri-Kurla Road, Andheri (E), Mumbai - 400 059

CIN No. : U72900MH2005PTC152504 • Mail id : contact@i-process.in, hr.helpdesk@i-process.in

MOLS NO.: 1524

Kit No. _____ RRF No. SMARTIFANWEST2NP000542 Date: 10/06/16
Candidate Name: Dhimal Sagar Lalasaheb
First Name Middle Name Last Name
Father name: Lalasaheb Dhimal Date of Birth 23/04/90 (DD/MM/YY)
Address: Upar Vihar Pune, Maharashtra Contact No. 9867369022
City Pune E-mail ID: _____



Employment Offer

Dear Candidate,

We are pleased to offer you the post of Sr Executive (Designation) at Grade Cy Gross Salary of Rs. 12300/- and CTC of Rs. 16452/- (Per month) with I-Process Services (India) Private Limited. Statutory deductions will be made as applicable under law.

You date of joining shall be 15/06/16 (DD/MM/YY)

You have provided self-attested copies of following documents at the time of joining.

1. 8 Passport size photograph of self (with name & mobile number on the backside of Photograph)
2. Photo ID Proof
3. Residence Proof (Present/Permanent)
4. Date of Birth Proof (Self Attested)
5. Experience Certificate/Relieving letter, If applicable (Self attested) or copy of resignation. (Immediate employer)
6. Qualification Certificates and Marks Sheet (Self attested) (Graduation is must)

A detailed letter of appointment shall be issued to you at a later date. This letter is issued to you based on the representatives made by you and this offer of employment/subsequent appointment is subject to:

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

Please note that we will not be able to process your joining formalities in absence of above documents.

You are requested to sign & return a copy of this letter, failing which this offer shall stand withdrawn.

Yours Sincerely,

For I-Process Services (India) Private Limited.

Authorized Signatory

Name: Samay Lavetha

Ecode: A0018

I have read all the terms and conditions of the offer and would like to confirm my acceptance. I further understand that the offer is conditional and my appointment is subject to successful completion of induction training and also satisfactory results of my verification and reference checks. I further agree that I am bound by the contents of this letter, my undertaking and indemnities to the company as well as by the service conditions of the company. I have understood all such terms and conditions and my appointment shall be subject to all such terms and conditions

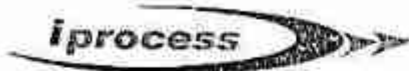
Signature of Candidate: [Signature]

Date: _____

Regd. Office : Acme Plaza, 4th Floor, Unit # 408-409, Andheri-Kurla Road, Andheri (E), Mumbai - 400 059

CIN No. : U72900MH2005PTC152504 • Mail Id : contact@iprocess.in, hr.helpdesk@iprocess.in

Received [Signature]
14/06/2016



MOLS NO. : 1521

Kit No. _____ RRF No. STARFENWEST 2A P000542 Date: 13/06/14
Candidate Name: Rajut Gavali
First Name: _____ Middle Name: _____ Last Name: _____
Father name: Prabhakar Ramnarayan Gavali Date of Birth 19/08/94 (DD/MM/YY)
Address: U/S. H.O. 95 Manjari Road, Contact No. 99 222 7268
Mr. Datta Munder Mahadev. E-mail ID: _____
Nagar, Manjari BK, Manjari Khurd.
Haveli Pune

Employment Offer

Dear Candidate,

We are pleased to offer you the post of Sr Executive (Designation) at Grade Cy Gross Salary of Rs. 12300/- and
CTC of Rs. 14482/- (Per month) with I-Process Services (India) Private Limited. Statutory deductions will be made
as applicable under law.

You date of joining shall be 15/06/14 (DD/MM/YY)

You have provided self-attested copies of following documents at the time of joining.

1. 8 Passport size photograph of self (with name & mobile number on the backside of Photograph)
2. Photo ID Proof
3. Residence Proof (Present/Permanent)
4. Date of Birth Proof (Self Attested)
5. Experience Certificate/Relieving letter, If applicable (Self attested) or copy of resignation. (Immediate employer)
6. Qualification Certificates and Marks Sheet (Self attested) (Graduation is must)

A detailed letter of appointment shall be issued to you at a later date. This letter is issued to you based on the
representatives made by you and this offer of employment/subsequent appointment is subject to :

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

Please note that we will not be able to process your joining formalities in absence of above documents.

You are requested to sign & return a copy of this letter, failing which this offer shall stand withdrawn.

Yours Sincerely,

For I-Process Services (India) Private Limited.

Authorized Signatory

Name: Sameer Parkar

Ecode: Arora

I have read all the terms and conditions of the offer and would like to confirm my acceptance. I further understand that the offer is conditional and my appointment
is subject to successful completion of induction training and also satisfactory results of my verification and reference checks. I further agree that I am bound by the
contents of this letter, my undertaking and indemnities to the company as well as by the service conditions of the company. I have understood all such terms and
conditions and my appointment shall be subject to all such terms and conditions.

Signature of Candidate: Gavali

Date: 14/06/2014

Regd. Office : Acme Plaza, 4th Floor, Unit # 408-409, Andheri-Kurla Road, Andheri (E), Mumbai - 400 059
CIN No. : U72900MH2005PTC152504 • Mail Id : contact@iprocess.in, hr.helpdesk@iprocess.in

Received

Gavali
14/06/2014

MOL NO. :

1520

Kit No. _____

RRF No. _____

Date: _____

13/06/16

Candidate Name: _____

Pratik

Babusheta

Ghule

First Name

Middle Name

Last Name

Father name: _____

Babusheta Ghule

Date of Birth: _____

06/05/84 (DD/MM/YY)

Address: _____

C/o. Munjun Road, Marjapuram

Contact No. _____

Hotel. Gopalpatti, Marjapuram, Bhubaneswar

Pune.

Employment Offer

Dear Candidate,

We are pleased to offer you the post of Senior Executive (Designation) at Grade Cy Gross Salary of Rs. 12300/- and CTC of Rs. 16482/- (Per month) with i-Process Services (India) Private Limited. Statutory deductions will be made as applicable under law.

You date of joining shall be 15/06/16 (DD/MM/YY)

You have provided self-attested copies of following documents at the time of joining.

1. 8 Passport size photograph of self (with name & mobile number on the backside of Photograph)
2. Photo ID Proof
3. Residence Proof (Present/Permanent)
4. Date of Birth Proof (Self Attested)
5. Experience Certificate/Relieving letter, if applicable (Self attested) or copy of resignation. (Immediate employer)
6. Qualification Certificates and Marks Sheet (Self attested) (Graduation is must)

A detailed letter of appointment shall be issued to you at a later date. This letter is issued to you based on the representatives made by you and this offer of employment/subsequent appointment is subject to:

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

Please note that we will not be able to process your joining formalities in absence of above documents. You are requested to sign & return a copy of this letter, failing which this offer shall stand withdrawn.

Yours Sincerely,

For i-Process Services (India) Private Limited.

Authorized Signatory

Name: Pamela YoungEcode: Adone

I have read all the terms and conditions of the offer and would like to confirm my acceptance. I further understand that the offer is conditional and my appointment is subject to successful completion of induction training and also satisfactory results of my verification and reference checks. I further agree that I am bound by the contents of this letter, my undertaking and indemnities to the company as well as by the service conditions of the company. I have understood all such terms and conditions and my appointment shall be subject to all such terms and conditions.

Signature of Candidate: _____

Date: _____

Regd. Office : Acme Plaza, 4th Floor, Unit II 408-409, Andheri-Kurla Road, Andheri (E), Mumbai - 400 059
 CIN No. : U72900MH2005PTC152504 • Mail Id : contact@iprocess.in, hr.helpdesk@iprocess.in

Received
 14-06-2016



APPOINTMENT LETTER

September 02, 2016

To,
Akshay More
Pune.

Dear Akshay,

We refer to your application for the post of "Executive - Presales" and the personal discussion; we have pleasure in appointing you the role of "Executive - Presales" - S2" in our organization at Pune with effect from September 02, 2016 on the terms and conditions as specified in this letter:

Effective from the date of your reporting for duties, you will be eligible for salary, allowances and other benefits as under:

SALARY PARTICULARS	MONTHLY (Rs.)	ANNUAL (Rs.)
Basic Pay	13,500	162,000
House Rent Allowance	675	8,100
Special Allowance	3,915	46,980
Gross Per Month	18,090	217,080
Employer's PF Contribution	1,620	19,440
Bonus	1,125	13,500
Annual CTC	20,835	250,020

Payment will be solely at the Company's discretion and will be subject to you being in the effective service of the Company at the time of actual disbursement.

You will be eligible for gratuity as per the Gratuity Act and provident fund and pension fund benefits as member of the contributory Provident Fund/Family Pension Fund Schemes. The Company will also extend benefits of the group Mediclaim policy for any dependent six members of your family (1+5) and Group Personal Accident Policy for self only.



APPOINTMENT LETTER

September 02, 2016

To,
Akshay More
Pune.

Dear Akshay,

We refer to your application for the post of "Executive - Presales" and the personal discussion; we have pleasure in appointing you the role of "Executive - Presales" - S2 in our organization at Pune with effect from September 02, 2016 on the terms and conditions as specified in this letter:

Effective from the date of your reporting for duties, you will be eligible for salary, allowances and other benefits as under:

SALARY PARTICULARS	MONTHLY (Rs.)	ANNUAL (Rs.)
Basic Pay	13,500	162,000
House Rent Allowance	675	8,100
Special Allowance	3,915	46,980
Gross Per Month	18,090	217,080
Employer's PF Contribution	1,620	19,440
Bonus	1,125	13,500
Annual CTC	20,835	250,020

Payment will be solely at the Company's discretion and will be subject to you being in the effective service of the Company at the time of actual disbursement.

You will be eligible for gratuity as per the Gratuity Act and provident fund and pension fund benefits as member of the contributory Provident Fund/Family Pension Fund Schemes. The Company will also extend benefits of the group Medicaclaim policy for any dependent six members of your family (1+5) and Group Personal Accident Policy for self only.

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशक्तीचे विनियमन) नियम, २०१८

नमूना "ग"
(नियम १ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमूना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	१९४५५००३१३१९९६०३								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०४९०७५५५९०३								
३.	आस्थापनेचे नाव	:	गुरु इंटरप्रायजेस GURU ENTERPRISES								
४.	कामगारांची एकूण संख्या	:	३								
			<table> <tr> <th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr> <tr> <td>३</td><td>०</td><td>०</td><td>३</td></tr> </table>	पुरुष	स्त्री	इतर	एकूण	३	०	०	३
पुरुष	स्त्री	इतर	एकूण								
३	०	०	३								
५.	अ) मालकाचे नाव	:	चंद्रशेखर अरुण कुलकर्णी CHANDRASHEKHAR ARUN KULKARNI								
	ब) आस्थापनेचा पत्ता	:	एन-५, सिडको, मिलन नगर, औरंगाबाद, औरंगाबाद(म.न.पा), औरंगाबाद, औरंगाबाद, ४३१००३								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सहाय प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यातर्गत ग्राह्य घरता येणार नाही.										
७.	व्यवसायाचे स्वरूप	:	ALL TYPES OF CLOTH AND SISAL BUFFING WHEEL AND POWER TOOLS SALES AND SERVICES								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:	1								

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही.

दिनांक : ०१-०७-२०१९

ठिकाण : Aurangabad

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Aurangabad, Address- Malajipura, Station Road, Aurangabad.

अर्जाचा क्र. वी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०४९०७५५५९०३	२३.८९

8 April, 2016

Mr. Mukundraj Joshi
A-6, Avadhoot Complex,
Behind Bharati Vidyapeeth, Rasraj Sweets,
Pune 411046

Dear Mukundraj,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organisation. Please find the details below:

Position:	Sr. Tech Support Representative
Grade:	G1 L2
Date of Joining:	On or Before 11 April, 2016
Compensation:	Gross Compensation of Rs.450,012/- (Rupees Four Lakhs Fifty Thousand and Twelve Only) per year including 12% variable performance incentive linked to your and company's performance. (Details are attached)
Notice Period:	In case of resignation / termination of services, either party will be required to give a two month notice in writing or arrive at a mutually agreeable date.
Place of work:	Your initial place of work will be at Pune. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time, we request you to confirm your acceptance by signing a copy of this letter and sending it across to us within 5 days, failing which this offer of employment is liable to be invalid.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We congratulate you on your appointment and wish you a long and successful career with ADP.

Sincerely,

Vipul Singh
(Vice President & Head HR)



CHOWGULE INDUSTRIES PVT. LTD.

Taware Colony off, Pune Satara Road Pune - 411009.
Ph.020 66439500



2014-16

MNGT/TAW/AL/15/69

23rd May 2016

Mr. Prasad Pandkar
Shivkrupa Building, Sali Ali,
Saswad, Tal. Purandhar
Pune - 412301

Sub: APPOINTMENT ON PROBATION

Dear Sir,

Management is pleased to appoint you as a "SALES EXECUTIVE" at our Saswad branch on the terms and conditions given below and on the General Terms & Conditions of Service as given in the Annexure (enclosed):

1. You will be on probation for a period of six months from 23/05/2016.
2. Your salary per month during the probation period will be as follows:

Basic	- Rs.4500/-(Rupees Four Thousand Five Hundred only)
HRA	- Rs.2000/-(Rupees One Thousand only)
Ad Hoc	- Rs.3000/-(Rupees Three Thousand only)
Vehicle Allowance	- Rs.1000/-(Rupees One Thousand only)
Mobile Allowance	- Rs.500/-(Rupees Five Hundred only)

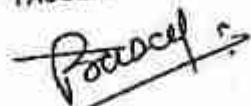
3. On satisfactory completion of Probation, you may be eligible to be confirmed in the post in a suitable scale to be decided then. The Company shall be the sole judge in this respect.

If the above terms and conditions are acceptable to you, please return the duplicate of this appointment letter along with the Annexure duly signed and dated by you, in token of acceptance of the above.

In the event, we do not receive your acceptance within 4 days; the letter of appointment will automatically stand cancelled.


MANAGING DIRECTOR

I ACCEPT



Name: Prasad Pandkar

Date: 6/7/2012



S. N. Construction

Civil Engineering & Contractors

Sharad : 9960138868

Nilesh : 9689621860

Adinath Apartment, Manikbaug, Sinhagad Road, Opp. Bramha Garden, Pune 411 051

Ref. No.

Date : 20/08/2015

TO WHOM SO EVER IT MAY CONCERN

It is to be stated that Mr. Komarashetty Srinivasulu working as a Store Manager in S.N. Construction. His shift timing is 8.00 am to 5.00 pm. He is working in our company from last 3 years.

Nilesh Gujar
Nilesh Gujar

S. N. Construction
S. N. Construction

14/16

H & R JOHNSON
 H & R JOHNSON (INDIA) LTD. 302/1, Laxmi News Apartments, Anandpur, Hyderabad - 500 085, India

Ref : HRJ/AS/INCR/DK/2013/13752
 Date : March 26, 2015

Mr. Laxman Babar
 Officer - Warehouse
 Pune

Contents of this letter are
 STRICTLY CONFIDENTIAL
 and should not be divulged
 to anyone.

Dear Mr. Laxman Babar,

With the competition in the market, the forthcoming years see a lot of challenge lying for us; not only in terms of continued growth but excellence in service towards our customers. It will require greater amount of thrust & energy in order to push ourselves to greater heights.

We are pleased to inform you that your overall performance for the year 2012-13 has been evaluated as "B+" (Performance meets expectation) in the appraisal process.

Accordingly, with effect from **January 01, 2015** your gross compensation has been revised by ₹ 1500/- per month. This includes ₹1000/- as increment and ₹500/- as correction to your gross salary.

With this your gross compensation with effect from January 01, 2015 stands revised to ₹17774/- per month. Your revised salary and allowances as applicable to your grade is as per the annexure attached herewith.

Please also note that as applicable to your grade the next revision in your salary will be as on January 01, 2016.

As a valued member of the company, we would expect you to contribute your best in achieving our growth plans & to go that extra mile to achieve several milestones.

We Congratulate & wish you all the very best in your assignment in achieving our organizational goals.

With Best regards
 For H & R JOHNSON (INDIA)
 (A Division of Prism Cement Limited)

Received & Accepted

MS. ANURADHA SAWANT
 GENERAL MANAGER - HRD

Mr. Laxman Babar
 Officer - Warehouse

H & R JOHNSON
MARBONITE
PREMIER ELEGANCE RANGE

H & R JOHNSON
ENDURA
WALLS OF PURE BEAUTY

H & R JOHNSON
BATHROOMS
FINE CERAMIC

H & R JOHNSON
KITCHENS
WALLS OF PURE BEAUTY

H & R JOHNSON
MARBLEQUARTZ
WALLS OF PURE BEAUTY

H & R JOHNSON
WALLSCAPES
WALLS OF PURE BEAUTY

H & R JOHNSON
WOODENZA
WALLS OF PURE BEAUTY

H & R JOHNSON (INDIA) - A Division of Prism Cement Ltd. Corporate Office - 201/102, Wankar, C-51, B-51, B-52, B-53, B-54, B-55, B-56, B-57, B-58, B-59, B-60, B-61, B-62, B-63, B-64, B-65, B-66, B-67, B-68, B-69, B-70, B-71, B-72, B-73, B-74, B-75, B-76, B-77, B-78, B-79, B-80, B-81, B-82, B-83, B-84, B-85, B-86, B-87, B-88, B-89, B-90, B-91, B-92, B-93, B-94, B-95, B-96, B-97, B-98, B-99, B-100, B-101, B-102, B-103, B-104, B-105, B-106, B-107, B-108, B-109, B-110, B-111, B-112, B-113, B-114, B-115, B-116, B-117, B-118, B-119, B-120, B-121, B-122, B-123, B-124, B-125, B-126, B-127, B-128, B-129, B-130, B-131, B-132, B-133, B-134, B-135, B-136, B-137, B-138, B-139, B-140, B-141, B-142, B-143, B-144, B-145, B-146, B-147, B-148, B-149, B-150, B-151, B-152, B-153, B-154, B-155, B-156, B-157, B-158, B-159, B-160, B-161, B-162, B-163, B-164, B-165, B-166, B-167, B-168, B-169, B-170, B-171, B-172, B-173, B-174, B-175, B-176, B-177, B-178, B-179, B-180, B-181, B-182, B-183, B-184, B-185, B-186, B-187, B-188, B-189, B-190, B-191, B-192, B-193, B-194, 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June 16, 2016

Mr. Nagesh Yewale
Junior Engineer - Design
Emp. Code: 20122
Pune

Dear Nagesh,

CONFIRMATION

With reference to your appointment letter dated **October 07, 2015** and in view of the successful completion of your probation, we are pleased to confirm your services on the permanent rolls of the Company with effect from **May 13, 2016**.

All other terms and conditions of your employment remain unaltered.

We wish you a long and rewarding career with Ranal Engineering Services.

Sincerely

For Ranal Engineering Services Private Limited

P. Ramesh Chandra
Director

RANAL ENGINEERING SERVICES PVT. LTD.

Giga Space, Alpha 2 Building, 4th Floor, Nagar Road, Viman Nagar, Pune - 411 014, INDIA.
Tel: +91 (70) 6603 4001, Fax: +91 (20) 6603 4002

www.ranal.com

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VALE SUPPLIERS

14th August 2016

Mr. Sagar Dhumal
A/P Veer Tal: Purandhar
Dist: Pune 412312

OFFER FOR EMPLOYMENT

Dear Sagar,

With reference to your application and the interview you had with us on behalf of VALE SUPPLIER I am pleased to offer you the Full Time position of Trainee-marketing executive with date of joining from 20th August 2016 on the following terms & condition.

The following outlines the terms of the employment agreement:

- The compensation for this position will be 1.2 lac annually. Your performance and compensation will be reviewed annually.
- Your employment is subject to a three-month probationary period. This period of time allows you and VALE SUPPLIERS to determine if the position is suitable for you. If the company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in the Employment Standards Act.
- You will be entitled to receive 27 Privilege leave and 3 casual leave of vacation annually. Your vacation will be prorated in the first year to your start date.
- Upon successful completion of three (3) months of continuous employment, you will be invited to participate in our Company benefit package that consists of a fully employer sponsored Health & Dental plan, Life Insurance, Long Term Disability and Accidental Death & Dismemberment.

VALE SUPPLIERS Pvt.Ltd.

Plot no.W-203 MIDC Bhesri Pune-411026, Maharashtra, India

Ph no - +91-8793859114, +91-9405848314

E-mail: prasadvale.2008@gmail.com

Mukesh Sharma & Associates

- R. C. C. and Structural Designer
- Architectural Planner
- Industrial Consultant & Contractor

B-5, Mutha Complex, Garkheda Road, Aurangabad-431 005. (M.S.) ☎: (0240) 2343144. Mob.: 9372032525

To,

whom soever is concerned, this is you to inform that, Mr. Ambar Chauhan is working with me as an trainee employee under my supervision on one of my project in Aurangabad who is perusing first year M.B.A. in your college.

So he will be not able to attend his regular classes, he will be allotted with respective leave for attending his practical exam and semester exam as on prescribed dates.

Thanking you,

Project Manager



Vijay Jadhav





SHRAVANI SERVICES

Corporate Services Solutions ...

Services Tax No. ARIJMR 5003 E 17 001, PAN No. ARIJMR 5003 E

14-11
Ph.: 020 32681714
Mob.: 9822042996

Loni Kalbhor (Station), Pune-Solapur Road, Tal.: Haveli, Dist.: - Pune : 412 201.

: 05/05/2016

APPOINTMENT LETTER

FIXED TERM CONTRACT OF EMPLOYMENT

Dear Mr. KALBHOR VIRAJ VITTHAL

We are pleased to offer you employment in our organization as **MARKETING EXECUTIVE** for a fixed period of employment, on the following terms and conditions:

- 1) Your contract of employment will be valid for a period of **Six Months from 02/05/2016 to 01/11/2016** notwithstanding this, in the event of the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with aforementioned project/work.
- 2) Not with standing anything above, depending upon the aforementioned project/work, the company reserves its right to extend you temporary appointment for such period or periods, as may be necessary depending upon the exigencies related to the work for which you are hereby engaged. In that event, the company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
- 3) During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of our clients' company to do work pertaining to or incidental to the clients business.
- 4) Details of your salary breakup with components are attached herewith.
- 5) You will be entitled to an employer's contribution of Provident Fund to the extent of 12% of your Basic salary.
- 6) You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
- 7) This contract shall be terminable by either party giving 30 day's notice in writing or salary in lieu of notice, to the other.
- 8) You will, with effect from **02/05/2016** be required to work at our clients office /premises at any of their locations.

19th June 2016

SAMIR TALEKAR

c/o Bhondare Rajeshkumar G
Audambar Nest Appt, Flat no 301 Survey no 151/1/1
Morawada court road, Near Hotel Gharonda
Fiolex Chowk, Pimpri
Pune-411018
Mobile No: +91 99758 14349
Email : talakar.samcer@rediffmail.com

Dear Samir

With reference to your application and discussions we had this week, we are pleased to offer you an appointment as PLM Engineer in our organization. You are requested to join on or before 25th August 2016.

The terms and conditions of your appointment are given below.

1. Your Annual Salary, CTC (Cost to Company) will be INR 4,50,000/- (Rupees four lac fifty thousand only), and taxes deductible as applicable, for the services you will be delivering at our location or client location for the duration of the employment. This salary will be reviewed at the end of 12 months based on your performance assessment by Management team.
2. In addition, you are also eligible for a joining bonus of Rs 25,000 (Rupees twenty five thousand), provided you join services on or before 25th August 2016. This will be paid along with your salary after completing 30days of service with us. You will not be eligible for this joining bonus if you join us after 25th August 2016.
3. You shall be subject to Company's Policies & Procedures, which may be modified from time to time for smooth working of the Company as well as defining the code of conduct. Any act of insubordination, insolence, gross negligence on duty or dishonesty, Misconduct etc., shall be considered as breach of discipline and will result in termination of service.
4. Misconduct will include without limitation, absence from service without prior notice in writing or without sufficient cause for seven days or more; causing damage to the property of the company, continued discharge of work functions which do not meet the standards reasonably expected by the company. The company's decision as to the termination of your services of employment shall be final and legally binding on you.
5. You will not divulge to anyone, particulars or details of processes or technical knowhow, Organizational matters of confidential nature or any other types of secrets of the company, which you may acquire or come to know during the period of employment in the company.
6. All programs, system designs manuals, literature etc. developed by you, while in the company service will at all times be deemed to be sole property of the company. Also, the company will, at all times, have the sole proprietary right in any new system which you may develop while in the company's service.



STONE INDUSTRIES

Manufacturers & Suppliers of Stone Aggregate and Crush Sand

101, 102 Shwaji Arcade, Behind Kushi Uppann Bazar Samill, Pune Solapur Road, Manjari, Pune:- 412307.
Ph. Off.: 020-64780130 Mob. No. : 9225549801 / 9225549802 / 9422038020 / 9011073535.
Email: saistoneindustries@gmail.com, saistoneindustries@rediffmail.com

Date : 15/6/2016

Mr. Pratik Ghule

Goppalpatti, Manjari,

Hadapsar, Pune

Dear Pratik,

Subject : Appointment Letter

Sai Industries is pleased to offer you a full time job in our Marketing Dept. We trust you're your knowledge and skills will be among our most valuable assets.

Your start date with Sai Industries will be 15th June - 2016 and you will be working at our Head Office Hadapsar, Pune, Maharashtra.

Signature

Date

For Sai Industries Stone Company,
For SAI STONE INDUSTRIES

Prakash Ghule.

Director

PARTNER

14-16

Rohit R. Navdikar

9923000378



February 28, 2016

Mr. Rohit Ratnakar Navdikar
Pune.

Dear Rohit Ratnakar Navdikar,

This is with reference to the discussions you had with us in the last few days based on which we are now pleased to offer you a position with us as an employee at our Mumbai office. You will be designated as Sr. Software Engineer at G4.

On joining, you will be called upon to sign an Appointment Letter specifying the terms and conditions of employment as applicable from time to time. The Appointment Letter will come into effect not later than June 02, 2016. The compensation would be as per the Annexure given along with this Letter of Intent. Your compensation shall be reviewed annually.

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, organizations with whom the company has transactions, whether the office, subsidiary, associate or organization is in existence today or is to be set-up 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.

You will be on permanent rolls of the company from the day of joining and consequently, a stipulated notice period of three months or salary in lieu thereof, will be applicable to you from the day of joining. Salary for purpose of this clause means Basic Salary. However, the decision to release you earlier than three months would be solely at the discretion of the management. Not with standing anything contrary contained herein the notice period stated in this section is subject to any other agreement / understanding or trainee bonds that the employee has entered into with the company whether in past, present or future, AND in the presence of such agreement / understanding or trainee bonds, the notice period stated in this section shall apply on completion of such other term / period / duration as agreed under any such documents / agreements.

Please indicate your acceptance of this offer by March 07, 2016. This offer is further subject to your completing successfully the background verification stipulated by Hexaware Technologies Limited.

As a token of your acceptance, that you have read and understood this Letter of Intent and Annexure, please sign the duplicate copy of this letter and confirm the date on which you can begin your employment with us.

Truly yours,
For Hexaware Technologies Limited,

Lawrence Swamy
Sr. Manager- HR

I accept the above offer of employment
Rohit Ratnakar Navdikar

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Date: 16th May 2016.

Mr. Suraj Ashok Surve
A/P - Mahammadwadi
Pune - 411060

Subject: Letter of Appointment.

Dear Mr. Suraj Surve,

This refers to the interview you had with us and we are pleased to offer you an appointment in our company in Pune on the following terms and conditions:

- 1) **Designation:**
You will be designated as a Trainee - Engineer
- 2) **Commencement of Employment:**
You are to join us on 16th May 2016
- 3) **Emoluments:**
Your total monthly fixed emoluments would be Rs.9500.00 (Rupees Nine Thousand Five Hundred only). The breakup of the same is as per enclosed annexure.
- 4) **Probation and Notice Period:**
 - i) There will be a Training period of One Year.
 - ii) The notice period applicable to you in case of separation from the company will be one Month in writing in lieu thereof by either side. The notice period can be amended as mutually agreed.
- 5) **Transfer of Services:**
Your services can be transferred within the group Companies and / or from one job to another, one department to another, or from one branch to another whatever existing at present or to be set up in the future, whether situated in the same city or outside.
- 6) **Other conditions:**
 - iii) You will not engage yourself, directly or indirectly, in any service or be concerned in any matter in any business other than that of the company, unless you have obtained prior written agreement from the Company to be involved in any such other business.

November 3, 2016

Sohail Azad
Elegant Society 1st Floor Flat No 7
Near Shital Petrol Pump Kondhwa
Pune
Maharashtra

Letter of Offer

Dear Sohail,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as Associate - Ops in WNS Global Services Pvt. Ltd. based at our Pune office. The key components of your offer are as detailed below.

Career band: Your career band would be Professional.

Role band: You would be placed in role band A.

Title: The title that you would be using both internally and externally would be Associate - Ops.

Compensation: Your Total Gross Pay will be INR 205,200 (Rupees Two lakhs five thousand two hundred Only) per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure for your reference.

Joining Date: You are expected to join us by 4 November 2016.

Place of work: Your initial place of work will be Pune. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

1. TERMS & CONDITIONS:

- a) The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.

For WNS Global Services Pvt. Ltd.



R Swaminathan
Chief People Officer

Accepted and Agreed

Candidate's Name & Signature

WNS Global Services Private Ltd.

Business Address: Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshahangar, LBS Marg, Vikhroli (West), Mumbai - 400 079, India. Tel +91 4095 2100 | Fax +91 22 2518 8307
CIN: U72200MH1998PTC100196

Ref No : 5049404

March 18, 2016

Vrushali Shinde
Keshavnagar
Mundhwa



Dear Vrushali:

With reference to the discussions that we had with you, we are pleased to appoint you as Associate - Projects in Cognizant Technology Solutions. Your place of posting will be Pune.

Your Annual Total Compensation will be Rs.585,000. This includes an annual incentive of Rs.45,000 for the current year. This amount may vary, depending on Cognizant's performance and your performance. The break-up is presented in Annexure A. We would like to inform you that Cognizant has considered 36 months of your experience as relevant, that would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the rules and regulations in vogue and those that may change from time to time. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before May 19, 2016. At the time of joining, please submit the following documents:

1. Photocopy of your passport, certificates and mark sheets in support of your educational qualifications.
2. Relieving letter from all your previous employer and last drawn pay slip, if applicable.
3. Ten passport size color photographs.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organisation. Please refer Annexure B for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us.

Yours sincerely,

for Cognizant Technology Solutions India Private Ltd

V R Srinam

Srinam V Rajagopal
VP - Human Resources

I accept the offer on the terms and conditions and shall report to work on

Signature:

Date:



Date 21.01.2016

Mr. Sujit Patne
Employee ID: 00118747
Unit: Automotive and Engineering SBU

Dear Sujit,

This is with reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Trainee' in our Company with effect from 21.01.2016.

The broad terms of this appointment are as follows:

- 1 You will be placed in the **A Grade** of the Company.
- 2 You will be confirmed employee from the date of joining. You will initially be located at Pune- Hinjewadi. However, You may be required to work at any other location for specific assignments, depending on exigencies of work.
- 3 Please refer to **ANNEXURE A** for applicable rules. Your Total CTC will be Rs. 206,038.00 /- and the compensation package will comprise of the components specified in **ANNEXURE B**.
- 4 For fulfilling the Company's business needs from time to time, you may be transferred; assigned and /or deputed, at the discretion of the Company, to any other locations in India or abroad than your location at the time of your appointment. Thus, you may be transferred; assigned or deputed to the locations of the Clients of the Company, or locations of the Group Companies or Subsidiaries of the Company as a representative of KPIT Cummins Infosystems Limited or of its Group Companies
5. The company can initiate movement of your employment to any other organization for any reason including but not only limited to mergers, movement to Joint ventures/ Group companies/ Sister concerns, divestment, in case of mutual agreement between KPIT & Customer for you moving to customer's roll etc.
6. You will be entitled to a paid leave as per Company's policies. You will be bound by the Company's Personnel Policies and other Service Rules which will be communicated to you, from time to time
7. You will not undertake any representation or employment in any form or kind for yourself or for any other company while in the employment of KPIT Cummins.
8. Considering the urgency of meeting the deadlines of specific assignments and other conditions prevailing at the time, you may be required to put in extra hours/ days at work/ work in any shift as required.

Contd.2

05 July, 2016

Mr. Anand Natha Pawar
A P Mekan Tal Shivan
Near Dharma School
Pudh Road
Pune
Maharashtra - 411008

Dear Mr. Pawar,

Sub: Your appointment as Key Resource - Customer Relations.

Pursuant to your application and subsequent interview, we are pleased to appoint you in HDFC Sales Private Limited as "Key Resource - Customer Relations" in Grade "G1" with effect from 05 July, 2016 (Refer Annexure II for terms and conditions).

In lieu of the services rendered by you in terms of this Agreement, your salary will be as discussed i.e. Rs. 128,245.92 per annum. (Refer Annexure I for Salary Break - up).

As a token of your acceptance of this offer you are requested to return the duly accepted and signed copies of the Appointment Letter along with Annexures.

Yours truly,

For HDFC Sales


Authorized Signatory

HDFC Sales Pvt. Ltd.
A group company of HDFC LTD.

Wing A/4th Floor, HUL Building, H T Parekh Marg, 165, 166, Back Bay Reclamation,
Churchgate, Mumbai - 400020 Tel: +91 22 61552400. Fax: +91 22 61552440
Email : response@hdfcsales.com, Website : www.hdfcsales.com
CIN : U65920MH2004PTC144182.



74-16

ALLAS DOCUMENTARY
EAGLE HATCHES COMPANY PVT. LTD.
Titanic Building, 3rd Floor,
26 A, Narayan Properties,
Chandivli East Road,
Off Sakinaka Road, Sakinaka,
Andheri (E), Mumbai - 400 072.
Tel : 2847 4900, 2856 0000
Fax : 2856 0000

Date: January 23, 2016

To,
Mr. Amol Salve
Employee Code: 56137
Location: Pune

Dear Mr. Amol Salve,

With reference to the interview you had with us, we are pleased to make firm offer of appointment to you in "Grade-T" as a "Trainee - Customer Service" on the following terms and conditions:

1. Your total Salary (CTC) per annum is attached in "Annexure - B".

All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act and other enactment in force from time to time.

2. a) You will be on training for a period of 6 Calendar months effective from 23 Jan 2016 to 23 Jul 2016 which may be curtailed or extended at the sole discretion of the Management. The Management reserves its right to terminate your training period at any time with 15 days notice without assigning any reason thereof what so ever from either side.

b) If your conduct, attendance, progress or performance during the tenure of your employment is found to be unsatisfactory, management reserves its right to terminate your employment.

c) The company reserves the right to transfer you, to any of its departments, branches, any of our principals office or sister concerns which are existing or that may be formed in future, at any place in India.

3. Your appointment will also be governed by the terms and conditions of employment enclosed in "Annexure - A".

With best wishes,

Yours faithfully,

Authorised Signatory

Acknowledge acceptance

Sign of Employee:



14/16
ATLAS DOCUMENTARY
FACILITATORS COMPANY PVT. LTD.
Titanic Building, 3rd Floor,
26 A, Narayan Properties,
Chandivli Farm Road,
Off Saki Vihar Road, Sakinaka,
Andheri (E), Mumbai - 400 072
Tel : 2847 4900, 2856 9009
Fax : 2856 9500

Date: January 8, 2016

To,
Mr. Ramdas Khandekar
Employee Code: 55638
Location: Pune

Dear Mr. Ramdas Khandekar,

With reference to the interview you had with us, we are pleased to make firm offer of appointment to you in "Grade-T" as a "Trainee - Customer Service" on the following terms and conditions:

1. Your total Salary (CTC) per annum is attached in "Annexure - B".

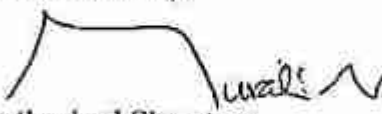
All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act and other enactment in force from time to time.

2. a) You will be on training for a period of 6 Calendar months effective from 03 Jan 2016 to 03 Jul 2016 which may be curtailed or extended at the sole discretion of the Management. The Management reserves its right to terminate your training period at any time with 15 days notice without assigning any reason thereof what so ever from either side.
- b) If your conduct, attendance, progress or performance during the tenure of your employment is found to be unsatisfactory, management reserves its right to terminate your employment.
- c) The company reserves the right to transfer you, to any of its departments, branches, any of our principals office or sister concerns which are existing or that may be formed in future, at any place in India.

3. Your appointment will also be governed by the terms and conditions of employment enclosed in "Annexure - A".

With best wishes,

Yours faithfully,


Authorized Signatory

Acknowledge acceptance



Sign of Employee:

Com

December 17, 2016



CONFIDENTIAL

Zainul Abadeen Bagwan
90066562
56, Lane No.12, Shivneri nagar,
Hondhwa Khurd, Opp. Yadav Motors,
Pune-411048

LETTER OF APPOINTMENT

Dear Zainul,

We have pleasure in appointing you as Executive in the role of Process Executive – International Process with effect from December 17, 2016. This position is in the Band I of the company.

Your place of posting is the SEZ unit of the Company located at EON Kharadi, Pune.

1. **Remuneration**

Your emoluments/entitlements would be as follows:

	Rs / Month
Basic Salary	Rs. 7700/-
Management Allowance*	Rs. 9726/-
House Rent Allowance	Rs. 3850/-
Conveyance Allowance	Rs. 800/-

2. **Benefits**

a) **Leave Travel Allowance:**

You will be entitled to LTA of Rs. 9000/- p.a. as per company policy.

b) **Medical**

You will be entitled to Medical Reimbursement towards Domiciliary Treatment upto a maximum of Rs. 15000/- p.a. as per company policy. In addition, you will also be covered under the Mediclaim Policy for hospitalization.

c) **Others**

You will be covered under Provident Fund (PF), Employee State Insurance Corporation (ESIC), Gratuity and any other statutory payments as applicable.

Contd...2...

Vodafone India Services Private Limited

Ground to Fourth Floor, Cluster D, Wing-3,
Eon Free Zone, IT & IES Special Economic Zone,
MIDC Kharadi, Pune-411014,
Maharashtra, India.

Registered Office: Vodafone House, Corporate Road, Prahlad Nagar, Off.S.G.Highway Ahmedabad-380051, Gujarat, India



TATKARE CHARITABLE TRUSTS

SMT. GEETA D. TATKARE POLYTECHNIC, GOVE

APPROVED BY D.D. No. 2507/2014, D.D. 10/11/2014, 10/11/2014

Post: Clerk (L.F. Retd. Post) Email: 10/11/2014

Phone: 02093103710 Fax: 02093103710

Website: www.geetadattatkar.com

Pg. No.

Smt. Geeta D. Tatkare Polytechnic, Gove

Pg.

APPOINTMENT ORDER**SE. YAMHAR MAHADIK.**

Subj: Appointment for the post of ACCOUNTS ASSISTANT in the Administration

With reference to your application, we have pleasure to inform you that you have been appointed as a Clerk in the Administration of Smt. Geeta D. Tatkare Polytechnic, Gove, Post: Clerk (L.F. Retd. Post), Dist: Raigad.

1. You will be entitled for the monthly consolidated salary of Rs. 5,000/-.
2. Your service will be governed by the code of conduct, ordinances and rules & regulations laid down by Directorate of Technical Education (DTE) Maharashtra State Board of Technical Education (MSTET) and State Government time to time.

Your appointment is on-

- a) Purely temporary basis and shall stand terminated after 11 months of service or till you or any candidate is appointed on regular basis whichever is earlier without assigning any reason thereon.
 - b) Ad-hoc basis, (as and when the post(s) is/are advertised, you will have to apply for the post and appear for interview, before properly constituted selection Committee for regularization of your appointment, subject to fulfillment of the norms and conditions of the advertisement.
4. Your appointment will be effective from Sat 21-06-2014 (or the date of your joining the duties, however not later than the date of receiving this letter in person. If you fail to report for joining the duty within this time limit, this order will be treated as cancelled. If you need extension in the time limit for joining the duties, you will have to apply in writing to the president of the society within the above mentioned time limit. The President has discretion to accept or reject such requests of extension in time-limit.

*Received
Mahaadik*



ATLAS DOCUMENTARY
FACILITATING COMPANY PVT. LTD.
Hirani Building, 3rd Floor,
26 A, Narayana Properties,
Chandivli Farm Road,
Old Sakinaka Road, Sakinaka,
Andheri (E), Mumbai - 400 072.
Tel : 2847 4900, 2856 9000
Fax : 2856 0500

Date: January 23, 2016

To,
Mr. Balkrushna Pogul
Employee Code: 56141
Location: Pune

Dear Mr. Balkrushna Pogul,

With reference to the interview you had with us, we are pleased to make firm offer of appointment to you in "Grade-T" as a "Trainee - Customer Service" on the following terms and conditions:

1. Your total Salary (CTC) per annum is attached in "Annexure - B".

All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act and other enactment in force from time to time.

2. a) You will be on training for a period of 6 Calendar months effective from 23 Jan 2016 to 23 Jul 2016 which may be curtailed or extended at the sole discretion of the Management. The Management reserves its right to terminate your training period at any time with 15 days notice without assigning any reason thereof what so ever from either side.

b) If your conduct, attendance, progress or performance during the tenure of your employment is found to be unsatisfactory, management reserves its right to terminate your employment.

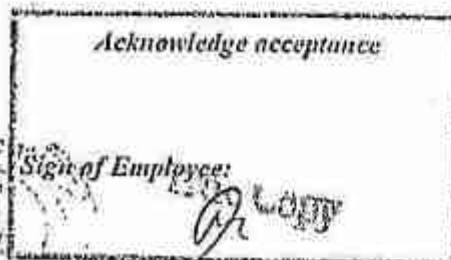
c) The company reserves the right to transfer you, to any of its departments, branches, any of our principals office or sister concerns which are existing or that may be formed in future, at any place in India.

3. Your appointment will also be governed by the terms and conditions of employment enclosed in "Annexure - A".

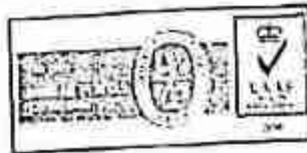
With best wishes,

Yours faithfully,

Authorized Signatory



Stamp: 19/1/2016
Stamp: 19/1/2016
Stamp: 19/1/2016



14.16
ATLAS DOCUMENTARY
FACILITATORS COMPANY PVT. LTD.
Titanic Building, 3rd Floor,
26 A, Narayan Properties,
Chandivli Farm Road,
Off Saki Vihar Road, Sakinaka,
Andheri (E), Mumbai - 400 072
Tel : 2847 4900, 2856 9009
Fax : 2856 9500

Date: April 18, 2016

To:
Ms. Shruti Dekate
Employee Code: 57748
Location: Pune

Dear Ms. Shruti Dekate,

With reference to the interview you had with us, we are pleased to make firm offer of appointment to you in "Grade-T" as a "Trainee - Customer Service" on the following terms and conditions:

1. Your total Salary (CTC) per annum is attached in "Annexure - B".

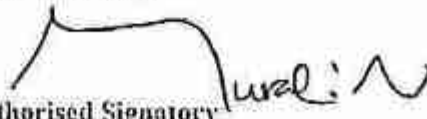
All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act and other enactment in force from time to time.


2. a) You will be on training for a period of 6 Calendar months effective from 17 Apr 2016 to 17 Oct 2016. The period may be extended or terminated at the sole discretion of the Management. The Management reserves its right to terminate your training period at any time with 15 days notice without assigning any reason thereof what so ever from either side.
- b) If your conduct, attendance, progress or performance during the tenure of your employment is found to be unsatisfactory, management reserves its right to terminate your employment.
- c) The company reserves the right to transfer you, to any of its departments, branches, any of our principals office or sister concerns which are existing or that may be formed in future, at any place in India.

3. Your appointment will also be governed by the terms and conditions of employment enclosed in "Annexure - A".

With best wishes,

Yours faithfully,

Authorized Signatory 
Gm

<p>Acknowledge acceptance</p> <p></p> <p>Sign of Employee:</p>
--



Loni Kalbhor (Station), Pune-Solapur Road, Tal.: Havali, Dist.: - Pune : 412 201.

: 05/05/2016

APPOINTMENT LETTER

FIXED TERM CONTRACT OF EMPLOYMENT

Dear Mr. KALBHOR VIRAJ VITTHAL

We are pleased to offer you employment in our organization as **MARKETING EXECUTIVE** for a fixed period of employment, on the following terms and conditions:

- 1) Your contract of employment will be valid for a period of **Six Months from 02/05/2016 to 01/11/2016** notwithstanding this, in the event of the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with aforementioned project/work.
- 2) Not with standing anything above, depending upon the aforementioned project/work, the company reserves its right to extend you temporary appointment for such period or periods, as may be necessary depending upon the exigencies related to the work for which you are hereby engaged. In that event, the company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
- 3) During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of our clients' company to do work pertaining to or incidental to the clients business.
- 4) Details of your salary breakup with components are attached herewith.
- 5) You will be entitled to an employer's contribution of Provident Fund to the extent of 12% of your Basic salary.
- 6) You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
- 7) This contract shall be terminable by either party giving 30 day's notice in writing or salary in lieu of notice, to the other.
- 8) You will, with effect from 02/05/2016 be required to work at our clients office /premises at any of their locations.

16-16

YodaWoo Automotive India Private Limited

Gal.No. 374, Satav Estate, Piching Kacota Company,
Gadgaon Talgaon Road, Piching Kacota, Kherd,
Dist - Pune - 410501, Tel - 02135 - 615050

Ref. No. YAIPL /Admin / 15-16

Date: 15/10/2016

To,
Mr. Rahul Bajarang Wagh,
Sector No- 02, Plot No- 375,
Samarth Colony,
Indrayani Nagar, Bhosari,
Pune - 411026

Subject: Appointment as a Engineer in Quality Department.

Dear Mr. Rahul,

With reference to your application and subsequent discussions, we have pleasure in appointing you as a "Engineer" in Quality Department on probation with effect from 15/10/2016 on the following terms and conditions.

1. You will be on probation in the first instance for a period of six months and confirmation will be subject to your satisfactory conduct and performance during probation. If found unsatisfactory, the Company may terminate your services and you will be relieved within 30 days. Your services will continue to be on probation till you are informed in writing by the Company about your confirmation. Further your probation and continuation thereof or on confirmation will be subject to you remaining medically, physically and mentally fit, and till you discharge and availability of the works assigned and responsibilities entrusted upon you,
2. Your initial CTC will be Rs. 1, 39,992/- per annum (Rupees One Lac Thirty Nine Thousand Nine Hundred Ninety Two Only) Salary break up as per Annexure.
3. During your probation you will subscribe every month to the provident fund etc. as and when applicable as per the relevant statutes governing provident fund. The Company shall also fulfill its part of obligation as required by the statutes. You will also be covered under appropriate & suitable insurance for which the premium will be paid by the Company.
4. During your probation you shall devote your whole working time to attend to your works efficiently, faithfully, sincerely, diligently and promptly with due care and diligence to the best of your abilities and make your best efforts to use your knowledge and skill in the areas of your duties and assignments. In case of urgency or emergency or whenever required by the Management of the Company or due to exigencies of work, if you are directed so by your superiors, you will attend to the works assigned to you even beyond your normal working hours also.
5. During your probation you shall do, act, discharge and carry out whatever, whenever and whatever assignments and works assigned to you by you superiors to the fullest satisfaction of your superiors and shall abide with instructions regarding work, conduct and behavior while on work.

Regd. Office :- #37, 4th Main Road, Bhel Nagar, Medavakkam, Chennai - 600100, Tamilnadu-India
Head Office : 216, Geumam-ri, Jincheon-eub, Jincheon-gun, Korea. Phone : +82 10 9838 9858

13th June, 2016

Ref:PL/AM/T: 5703:2016

Mr. Akash Jaysing Pawar
A/p - Phursungi
Sangarpool, Tal - Haveli
Pune - 412 308

Dear Mr. Pawar,

Sub: Appointment as "Officer - Master Data Management" (Emp. No. 5703)

With reference to your resume submitted to us and the subsequent interviews you had with us, we are pleased to appoint you as "Officer - Master Data Management" for our Merchandising Department at our Office at Pune on the following terms and conditions:

1. Salary & Allowances:

Basic + DA	Rs. 5,688/- per month
House Rent Allowance	Rs. 2,844/- per month
Education Allowance	Rs. 100/- per month
Conveyance Allowance	Rs. 800/- per month
Food Allowance	Rs. 500/- per month
Consolidated Allowance	Rs. 5,133/- per month
Award	Rs. 5,688/- per annum
Total	Rs. 15,539/- per month

The amount of Award mentioned above will be paid annually.

Statutory deductions, as applicable, would be effected from the above mentioned emoluments on a monthly basis. Further the above remuneration would be subject to deduction of tax at source as per the Rules of the Income Tax Act in force from time to time.

In addition, you will be eligible for Provident Fund, Gratuity, Leave, Paid Holidays etc., as applicable under the relevant statutory provisions and the rules of the Company in force from time to time.

- You have joined our services on Thursday, 13th June, 2016 and we have recorded the said date as your Date of Joining our Company, to be considered as such for all future purposes pertaining to your employment association with us.
- You will be on probation for the initial period of six months which can be extended for a further period of three months in case your work performance, attendance, conduct etc., is found to be below the expected standard of the Company of which the Management will be the sole judge. During the period of probation, the Company will be entitled to terminate your services without assigning any reason by giving you 15 days notice or salary in lieu of notice. In the event you desiring to leave the services of the Company, you will give the Company 15 days notice in writing or pay 15 days salary in lieu of notice.

REGISTERED OFFICE : GATE NO. 810 / 811, AT VILLAGE WAGHOLI, TALUKA HAVELI,
PUNE NAGAR ROAD, PUNE - 412 207
TEL.: (91-20) 6802 7490 / 81 / 6802 7032 FAX : (91-20) 6802 7038

CORPORATE OFFICE : TRENT HOUSE, G-BLOCK, PLOT NO C-60, BESIDE CITI BANK,
BANDRA KURLA COMPLEX, BANDRA (E), MUMBAI - 400 051,
TEL. : (91-22) 0700 9000



Fauna Technologies Pvt Ltd - Offer Letter

Shubha Tiwari <hr@faunatechnologies.com>
To: sagar.gaikar9@gmail.com

Thu, May 2, 2016 at 3:48 PM

Dear Mr.Sagar,

Further to your interview, we are pleased to offer you the position of "Accounts Executive" at FAUNA Technologies Pvt. Ltd., based at Navi Mumbai, India.

Your annual compensation will be as per the mutual consent.

As an employee of FAUNA Technologies Pvt. Ltd., you will be entitled to other benefits as per company policy and eligibility criteria. The detailed appointment letter will be issued to you at the time of your joining the company.

As discussed and mutually agreed, you would be joining us effective May 16th, 2016.

You are also requested to bring the below mentioned documents, at the time of joining, this would facilitate smooth completion of the joining formalities.

- 4 recent passport size photographs
- Copy of PAN Card
- Proof of age
- Service certificates and relieving certificates of previous employers
- Documents pertaining to tax returns filed in the previous year

Kindly send your acceptance of the offer made. The above offer of employment is valid and open for a period of three days from the date of its issuance after which it will be deemed to be automatically withdrawn.

We look forward to having you onboard and to enjoy a mutually beneficial association with FAUNA Technologies!

Yours truly,



Masji Bldg., Shop No. 1, Station Road, Santacruz (W), Mumbai - 54.

Mo.No +917841967579.

Name:- Sanjay Dhanu Jadhav.

At/Post :- Aurad (Gun)

Tal:- Omurga.

Dist:- Osmanabad

Mo:- 9892551512.

Dear Mr. Sanjay Dhanu Jadhav,

- SUB :- APPOINTMENT AS PHARMACIST.

This has reference to your application and subsequent interviews you had with us. We are pleased to inform you that you have been selected and appointed in our organization as a "PHARMACIST".

We welcome you to "Eastern STORES".

Your date of joining in Eastern STORES is 10.07.2016.

The salary structures Allowance are given in Annexure A, attached here with applicable to you and your selection is based on the your experience and information furnished by you in your application as well as at personal data form.

OWNER OF

Eastern STORES.



Masji Bldg., Shop No. 1, Station Road, Santacruz (W), Mumbai - 54.

Mo.No +917841967579

DATE :- 11.07.2016

Annexure -"

SALARY AND ALLOWANCE:-

Name: - Sanjay Dhanu Jadhav.

Designation: - Pharmacist.

Area of Chemist:- Santacruz (W).

Date of joining:- 10.07.2016.

SALARY STRUCTURE:-

PARTICULARS	AMOUNT(₹)
Basic salary per month	23700.00
Vehicle Allowances Per Month	500.00
Food and Room Rent Allowances Per Month	3500.00
Other Allowances Per Month	300.00
Gross Per Month	27900.00

OWNER OF

Eastern STORES.



10-16

Letter of Appointment

09th February 2016

Mr. Rizwan Shaikh
Gold's Gym, Hadapsar
Pune

PRIVATE AND CONFIDENTIAL

Dear Rizwan,

We are pleased to offer you fixed term employment with First Fitness (India) Pvt. Ltd. ("or the employer"). This agreement is for a fixed term commences not later than 09th February 2016. The contract is for the purpose of establishing the Gold's Gym Fitness Clubs in India and other markets as per agreement with Gold's Gym USA.

This letter sets out your terms and conditions of employment. You should read it carefully and clarify any issues with us. We encourage you to obtain independent legal advice before accepting the offer.

1. POSITION:

You are employed as Fitness Training Officer, reporting to the Fitness Centre Manager. Your employer is First Fitness (India) Pvt. Ltd. and your employment commences not later than 09th February 2016.

Your duties are outlined in the job description attached as Schedule One. However, you should be aware that you cannot expect your duties to remain unchanged throughout your employment by First Fitness (India) Pvt. Ltd. We operate in a highly competitive environment and reserve the right to use our employee's skills to their best advantage.

You are required to undertake all work reasonably assigned and communicated to you, in an efficient and courteous manner that enhances First Fitness (India) Pvt. Ltd.'s image and reputation.

2. REMUNERATION & PROBATION:

Your remuneration is specified in the attached Schedule Two.

You will be paid monthly in arrears by direct credit to a bank account with banking relationship for the company.

You would be on probation of 6 months before your services are confirmed in the organization. This probation period can be extended suitably as per your performance in the organization.

First Fitness (India) Pvt. Ltd.

An ISO 9001:2008 Certified Company

Registered Office: 225 "Karishma", Ground floor, Junction of Guni Bangeshwar Marg & 12th Road, Khar (W), Mumbai - 52. Tel.: (+91 22) 2648 5013,
Branch: 48, Avantika, Pedder road / Dr. Gopairao Deshmukh Marg, Behind HSBC Bank, Mumbai- 400026.

A Licensee of Gold's Gym Franchising Inc., USA
www.goldsgymindia.com



Annexure I Compensation Structure (w.e.f.01.04.2016)

Employee No. : 40030403 Employee Name : Anil Tiwari
Level : 6b Department : Production

Component	Monthly	Annual
Basic Salary	20310	-
House Rent Allowance	13166	-
Medical Reimbursement	1250	-
Conveyance Allowance	800	-
Personal Allowance	22027	-
Professional Allowance	1200	-
Children's Education Allowance	200	-
Total Monthly Components (A)	65542	786504
Leave Travel Assistance (LTA) *	-	26310
Ex-gratia / Bonus *	-	26310
Total Annual Components (D)	-	839124
Provident Fund (Company Contribution) (C)	3157	37884
CTC w/o PI A+B+C = (D)	-	877008
*Performance Incentive @100% (E)	-	105242
CTC with PI D+E = (F)	-	982250

*PI may vary as per company policy

Other Components

Gratuity	As per Gratuity Act, 1972
Health Insurance	As per company policy
Group Personal Accidental Insurance	As per company policy

* Note: This is a default structure

You have the flexibility of not choosing the Leave Travel Assistance and / or Ex-gratia / Bonus. We will be sending you an excel file with Annexure II. In case you choose not to opt of any of the two, please put your option in the excel file, print it and submit it to Payroll duly signed before May 6, 2016 also we will use the above as default structure. Please read through the Annexure II for understanding the structure in detail.

Abhishek Bangolu
DOM - HR & Admin.

AMAN METAL INSPECTION

Laxmi Hsg.Soc., Galli No.2 Plot No.49.Rupinagar,Talwade,Pune-412114

Cell:- 9860593225/8421865565

E-mail:-nabisayyad01@gmail.com

Reg.No:
Talwade/II/10848

Ref:-

Date: - 16/10/2016

TO WHOM SOEVER IT MAY CONCERN

This is to certify that **Mr.Yogesh Purushottam Nikam** has been working with Aman Metal Inspection in Virgo Valves & Controls Pvt.Ltd, Hinjewadi.Pune. Since 10th May, 2016 to till date as PMI Inspector.

He is continuously involved in our organization. This is certificate has been issued to fulfill the experience requirement for only education purpose.

For AMAN METAL INSPECTION


Authorized Signatory

20-Jan-16

Usama Sirsikar
B-21 Kalpataru Apartment, New Modikhanna,
Camp, Pune-01

**SUBJECT: OFFER OF EMPLOYMENT WITH HOMEWARD RESIDENTIAL CORPORATION INDIA
PRIVATE LIMITED**

Dear Usama Sirsikar,

Consequent to the interviews, which you have had Homeward Residential Corporation India Private Limited, we would like to make you the offer for the position of "Associate, HELOC". The employment will take effect on 22-Jan-16.

The terms and conditions governing this employment are given in the Employment Agreement. You will be designated, as "Associate, HELOC" and your initial posting will be in Pune.

Employment & Intellectual Property Agreement and the details of your compensation and benefits are given in Appendix A. This is just an offer letter and is subject to satisfactory reference checks.

You are required to sign a copy of the agreement by "20-Jan-16" as a indication of your accepting the offer of employment.

We look forward to having you on board effective 22-Jan-16.

Regards,



Subhashish Mitra

Director, Human Resources

Page 1 of 12

Homeward Residential Corporation India Private Limited
Level 4, Tower VI Cyber City, Magarpatta City, Hadapsar, Pune 411 013, India.
Tel. No.: 020-30416500 Fax: 020-30416703 gohomeward.in

CIN: U72905PN2005PTC021713

Scanned with CamScanner



TVS CREDIT SERVICES LIMITED

06-Jun-2016

Name: Shrikant Chandrashekhar Joshi
Emp ID: 5022552

Dear Shrikant,

The year 2018-19 was a year of great achievement for team TVSCS.

Thank you for your dedication and efforts. Your work has been a vital part of our achievements.

Your compensation stands revised to Rs. 5,40,000 with effect from April 1, 2019.

The revision has two parts

- (a) Performance related salary revision of Rs. 68,000
- (b) A one-time market benchmark related compensation correction of Rs. 47,000

The leadership team and I once again thank you for your performance in '16-17 and look forward to your continued high levels of contribution in '16-17 as we grow our company into being one of India's finest financial services organizations.

Best Wishes,

K Jayashubha
Chief People Officer

CREATIVE TOOLS AND PRESS COMPONENTS PVT. LTD

Plot No. C-24, Industrial Area, Phase - II Chakan, Dist. - Pune
Regd. Office : W-99 MIDC Industrial Area, Wajur, Aurangabad - 431 136.
Email : badve_agd@sancharnet.in CIN : U34100MH1995PTC0009860

Ref: CIP/HRD/2020-21

Date: 24-10-2016

To,
Mr. Swapnil B. Pathrikar
Department: HR
Plant Code: 1403

Appointment Letter

Dear Mr. Swapnil,

We are pleased to inform you that you are appointed as a "Officer-HR" in our organization on the following terms and conditions:-

- 1 You will be on probation for a period of Six months from the date from your joining, i.e. 24/10/2016 and you will be deemed to be on probation even after expiry of the said period until a letter of confirmation is issued to you.
- 2 In case your performance during the probation period is not found satisfactory, the management may terminate your service without giving any reason or any notice or extend your probation as per the discretion of the management.
- 3 That during or at the expiry of the said period of probation or the extended period of probation, the management shall have the right to terminate your services without any notice or assigning any reason thereof.
- 4 You will be paid salary as per the annexure enclosed herewith.
- 5 Your services are liable to be transferred to any place in India, to any Department/Office/establishment/branch/factory of the company, as well as its sister concerns within the group, on temporary or permanent basis, depending upon the company's priorities of work, at the sole discretion of the management.
- 6 During probation period your services shall be terminable by written notice of One month by either side or payment of One month salary in lieu thereof. On confirmation, your services shall be terminable by written notice of Three month by either side or payment of Three month's salary in lieu thereof.
- 7 Your services will be terminated without any notice or pay in lieu thereof, if the management found that the information supplied by you either in the application form or at the time of interview are incorrect.
- 8 If, at any time, you shall, by your conduct, render yourself incompetent to perform your duties, or if you are found to be dishonest, disobedient, intemperate, irregular in attendance, commit any breach of the terms of your appointment, or any of its stipulations prejudice to any of its rights under the terms herein, then the company shall be entitled to terminate your employment forthwith without any notice or payment in lieu of notice and to deduct from your salary or other emoluments, if any, due to you then the amount of any loss the company may have sustained.

State Street Syntel Services

A State Street and Syntel Company

StateStreet Syntel Ser Pvt Ltd
Block S-5 Plot No. B-1
MDC Software Technology Park
Talaawade, Tal - Haveli
Pune-411002, India
Tel: 020-30615000/10701000
CIN No: U72200MH2004PTC144362

Date: 10-Apr-2016

Mr Vaibhav Pore,
Sr no 36/11 Keshav Nagar Near Tapakir STD
Dhankawadi
PUNE-411043.

Subject: Employment Letter

Dear Vaibhav,

We are pleased to inform that you have been selected for employment with StateStreet Syntel Ser Pvt Ltd as Officer KPO (K0). Your total emoluments are Rs. 165000/- per annum and are described in "Annexure A". You shall also be entitled for onetime bonus of Rs 10000/- on completion of 1(one) year tenure with the organization. Your salary/emoluments shall be kept strictly confidential and you shall not disclose the same to any third party.

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.

You will be on probation for a period of 6 months from the date of commencement of your service, which may be further extended at the sole discretion of the Company. On successful completion of the probation period, your services will be confirmed in writing. Your employment with the Company is subject to immediate termination if you fail to meet up with the necessary training requirements for the project allocated to you.

Either party can terminate this Employment Letter (Employment Agreement) by providing a written notice period 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. The notice period shall be 30 days during probation period and 45 days on confirmation. The waiver of Notice period, if any, will be at the final discretion of the Company.

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-Apr-2016, at 9.30 am at the following address: Unit S-4, Training Room No-1, A-Wing, Plot No B-1, Software Technology Park, MDC 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.

We take this opportunity to welcome you to Syntel family 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 _____.

eClerx

Date: January 21, 2016

Mr. Vishal Vilas Pawar

B1 602, Anita Residency, Katraj
Kondhawa Road, India
Pune 411046,

Offer Letter

Dear Vishal,

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

1. You will be designated as **Associate Process Manager** and your initial place of posting will be **Mumbai**.
2. You will be required to work for five days a week and have two days of leave at any time during the week. Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
3. Your date of commencement of employment will be on or before **March 03, 2016**.
4. Your Cost to the Company will be **INR 792,000** (As per the enclosed Annexure).
5. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
6. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 700** will be deductible from your net monthly salary every month.
7. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
8. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with **60 days'** notice, with notice being provided by either you or the company.
9. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
10. Successful completion of these training and probation period is critical for confirmation of your employment.
11. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.

Registered Office:
eClerx Services Ltd.,
[CIN: L72200MH2000PLC125319]
Sonawala Building, 1st Floor, 28 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 22 6614 8301 | Fax: +91 22 6614 8665
E-mail ID: contact@eclerx.com | www.eClerx.com

Office Address:
eClerx Services Ltd.,
Building # 14, 4th Floor, K Raheja Mindspace, Plot # 3, TTC Industrial Area,
Thane Belapur Road, Airoli, Navi Mumbai - 400 708, Maharashtra, India.
Ph. +91 22 6114 1555
www.eClerx.com

2014-15

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- 2D-3D Conversion
- Corporate Training



parametrik
CADsoft Solutions

2nd floor, Kasturi Heights, Chinchwad, Pune-19

Ref: PCS/Appmt/S342/14-15

Date: 12th May 2016

To,
Mr. Pravin Abaso Nazirkar
S/N-07, Saidatta Nagar, Dhankawadi,
Tal-Haveli, Dist-Pune

Sub: Appointment Letter

With reference to interview you had with us, we are pleased to inform you that you have been appointed as "Jr. DESIGN ENGINEER", in our organization at Chinchwad office. You are required to join on or before 15th May, 2016.

First six months from your joining, will be your probation period. After your performance review, you will be given permanent appointment letter and revised salary structure as per company standards. You will get monthly salary Rs. 12000/- approx.

You are requested to submit two sets of photo-copies of the following documents, at the time of joining,

1. Academic Certificates
2. 2 Passport Size photos
3. Address Proof

Please submit one copy of this appointment letter duly signed as a token of your acceptance to this offer.

Authorized Signatory

For Parametrik CADsoft Solutions,
Chinchwad, Pune 411019

2nd floor, Kasturi Heights, off Mumbai-Pune highway, Chinchwad, Pune- 411019 (India)
Tel: +91-20-65320407, Mob: 09922789922 Email: parametrik@rediffmail.com Website: www.parametrik.in

Scanned with Cam

Scanned with Cam

14th December 2016

Mr. Ashish Hanumant Kalbhori
9623575222
Pune

Dear Ashish,

Subject: Letter of Offer

This is with reference to your application and the subsequent interview you had with Mswipe Technologies Private Limited ("Company"). We are pleased to offer you the position of 'Area Sales Officer- Brand EMI with the Company. The effective date of your appointment is agreed on or before 16th December 2016.

You shall be paid an all-inclusive remuneration package (Fixed Cost-to-Company) of Rs.3,21,600/- (Three Lakh Twenty One Thousand Six Hundred Rupees only) per annum subject to statutory deductions. Your place of posting will be at Pune. The normal working days will be 6 days a week and 9 hours per day. You may be expected to work for more time as and when the business of the Company so demands. The probationary period for this position is 6 months. Performance assessment will be conducted periodically. Continued employment is contingent upon your meeting the Company's expectations.

On your first day of work, you will also be required to sign a Letter of Appointment which will contain detailed terms and conditions of your employment with the Company. You are expected to follow the rules and regulations laid out by the Company whose details will be elaborated in the Letter of Appointment.

This Letter of Offer is contingent upon the successful completion of all background and reference checks and required 2 your acceptance of this Letter of Offer by signing and returning the copy of this Letter of Offer within two (2) working days of receiving this Letter of Offer. By Signing this Letter of Offer, you are agreeing to the terms and conditions as laid out in Mswipe's Letter of Appointment. Please note that if you do not report on the reporting date, this Letter of Offer will stand withdrawn.

We look forward to your joining the Company and to a mutually rewarding working relationship.

Thanking you,

Yours faithfully,
For MSWIPE TECHNOLOGIES PRIVATE LIMITED



Ashish Semwal
Deputy General Manager- Human Resources.

I agree and accept this Letter of Offer which has been read, understood and accepted by me.

Signature
Name:
Date:

Mswipe Technologies Private Limited

Regd Office: Marathon FutureX, A-2602, 26th Floor, Mafatlal Mills Compd., N M Joshi Marg, Lower Parel, Mumbai - 400013.
CIN: U72300MH2011PTC215103 ☎ 022 4922 4466 ☎ 022 4922 4444 🌐 www.mswipe.com



Nisnai Corporation

*6/57, Behind New PMC Office, Sinhagad Road, Vadgaon BK Pune,
Maharashtra*

01/04/2017

Alfiya Shaikh
Pune,

Dear Alfiya,

We are pleased to offer you the full-time position of Marketing Executive at Nisnai Corporation with a start date of 5th April 2017. You will be reporting directly to manager at office. We believe your skills and experience is an excellent match for our company.

The annual starting salary for this position is 14000/- to be paid on a monthly basis by direct deposit to your bank account.

As an employee of Nisnai Corporation, you are also eligible for our benefits program, which includes medical insurance, and other benefits which will be described in more detail with the employee.

Please confirm your acceptance of this offer by signing and returning this letter by 3rd April 2017

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

For NISNAI CORPORATION

Proprietor

Dnyaneshwar Jadhav
Proprietor



Nisnai Corporation

*6/57, Behind New PMC Office, Sinhagad Road, Vadgaon BK Pune,
Maharashtra*

03/03/2017

Swati Kedari
Pune.

Dear Swati,

We are pleased to offer you the full-time position of Jr. Accountant at Nisnai Corporation with a start date of 10th March 2017. You will be reporting directly to manager at office. We believe your skills and experience is an excellent match for our company.

The annual starting salary for this position is 12000/- to be paid on a monthly basis by direct deposit to your bank account.

As an employee of Nisnai Corporation, you are also eligible for our benefits program, which includes medical insurance, and other benefits which will be described in more detail with the employee.

Please confirm your acceptance of this offer by signing and returning this letter by 5th March 2017.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

For NISNAI CORPORATION

Proprietor

Dnyaneshwar Jadhav
Proprietor



Nisnai Corporation

Nisnai Corporation

*6/57, Behind New PMC Office, Sinhagad Road, Vadgaon BK Pune,
Maharashtra*

10/01/2017

Harshal Bhorda
Pune.

Dear Harshal,

We are pleased to offer you the full-time position of Jr. Project Manager at Nisnai Corporation with a start date of 15th Jan. 2017. You will be reporting directly to manager at office. We believe your skills and experience is an excellent match for our company.

The annual starting salary for this position is 11000/- to be paid on a monthly basis by direct deposit to your bank account.


As an employee of Nisnai Corporation, you are also eligible for our benefits program, which includes medical insurance, and other benefits which will be described in more detail with the employee.

Please confirm your acceptance of this offer by signing and returning this letter by 12th Jan. 2017

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

For NISNAI CORPORATION


Proprietor

Dnyaneshwar Jadhav
Proprietor



KJ Infrastructure Projects (I) Pvt. Ltd

Office : 408/10, Purandar Complex, Mukund Nagar Industrial Estate,
Pune - 411 037 Tel: (020) 24266089, 24264190, 24264229
FAX : (020) 24264379 E-mail : info@kjinfra.com
Website : www.kjinfra.com

10/02/2017

Dnyanesh Chimbalkar
Pune,

Dear Dnyanesh,

We are pleased to offer you the full-time position of Jr. Financial Analyst at KJ Infrastructure Projects Pvt. Ltd. with a start date of July 20th Feb 2017. It is in our opinion that your abilities and experience will be the perfect fit for our company.

The starting annual salary for this position is 13000/- to be paid on a monthly basis by direct deposit starting on March 1st, 2017.

Your employment with KJ Infrastructure Projects Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason.

As an employee of KJ Infrastructure Projects Pvt. Ltd., you are also eligible for our benefits program, which includes medical insurance, 401(k), and up to two weeks' vacation time.

By signing and returning this letter you will confirm your acceptance of the offer. Please respond no later than 15th Feb. 2017.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,


Site Engineer





K. J. Group

K. J. Infrastructure Projects (P) Pvt. Ltd.
Office: 408/10, Puandar Complex, Mukund Nagar Industrial Estate
Pune 411 037 Tel: (020) 24266089, 24264190, 24264220
Fax: (020) 24264379 E-mail: info@kjinfra.com
Website: www.kjinfra.com

18/12/2017

Nikita Zende
Pune.

Dear Nikita,

We are pleased to offer you the full-time position of Jr. Finance Executive at KJ Infrastructure Projects Pvt. Ltd. with a start date of July 26th Dec 2017. It is in our opinion that your abilities and experience will be the perfect fit for our company.

The starting annual salary for this position is 11000/- to be paid on a monthly basis by direct deposit starting on January 1st, 2018.

Your employment with KJ Infrastructure Projects Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason.

As an employee of KJ Infrastructure Projects Pvt. Ltd., you are also eligible for our benefits program, which includes medical insurance, 401(k), and up to two weeks' vacation time.

By signing and returning this letter you will confirm your acceptance of the offer. Please respond no later than 20th Dec. 2017.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

Site Engineer





K J Infrastructure Projects (I) Pvt. Ltd

Office : 408/10, Purandar Complex, Mukund Nagar Industrial Estate
Pune 411 037 Tel : (020) 24266089, 24264190, 24264229
FAX : (020) 24264379 E-mail : info@kjinfra.com
Website : www.kjinfra.com

18/12/2017

Nikita Zende
Pune.

Dear Nikita,

We are pleased to offer you the full-time position of Jr. Finance Executive at KJ Infrastructure Projects Pvt. Ltd. with a start date of July 26th Dec 2017. It is in our opinion that your abilities and experience will be the perfect fit for our company.

The starting annual salary for this position is 11000/- to be paid on a monthly basis by direct deposit starting on January 1st, 2018.

Your employment with KJ Infrastructure Projects Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason.

As an employee of KJ Infrastructure Projects Pvt. Ltd., you are also eligible for our benefits program, which includes medical insurance, 401(k), and up to two weeks' vacation time.

By signing and returning this letter you will confirm your acceptance of the offer. Please respond no later than 20th Dec. 2017.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,


Site Engineer





K J Infrastructure Projects (P) Pvt. Ltd

Office : 408/10 Purandar Complex, Mukund Nagar Industrial Estate,
Pune - 411 037 Tel : (020) 24264089, 24264190, 24264229
FAX : (020) 24264379 E-mail : info@kjinfra.com
Website : www.kjinfra.com

10/02/2017

Chowdhari Prakash Bhuraram
Pune.

Dear Prakash,

We are pleased to offer you the full-time position of Jr. Accountant at KJ Infrastructure Projects Pvt. Ltd. with a start date of July 20th Feb 2017. It is in our opinion that your abilities and experience will be the perfect fit for our company.

The starting annual salary for this position is 13000/- to be paid on a monthly basis by direct deposit starting on March 1st, 2017.

Your employment with KJ Infrastructure Projects Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason.

As an employee of KJ Infrastructure Projects Pvt. Ltd., you are also eligible for our benefits program, which includes medical insurance, 401(k), and up to two weeks' vacation time.

By signing and returning this letter you will confirm your acceptance of the offer. Please respond no later than 15th Feb, 2017.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

Site Engineer





K. J. Group

K J Infrastructure Projects (I) Pvt. Ltd

Office : 408/10, Purandar Complex, Mukund Nagar Industrial Estate,
Pune 411 037 Tel : (020) 24260389, 24264190, 24264229
FAX : (020) 24264379 E-mail : info@kjinfra.com
Website : www.kjinfra.com

12/12/2016

Rohit Gawade
Pune.

Dear Rohit,

We are pleased to offer you the full-time position of Jr. Finance Manager at KJ Infrastructure Projects Pvt. Ltd. with a start date of July 19th Dec 2016. It is in our opinion that your abilities and experience will be the perfect fit for our company.

The starting annual salary for this position is 13000/- to be paid on a monthly basis by direct deposit starting on January 1st, 2017.

Your employment with KJ Infrastructure Projects Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason.

As an employee of KJ Infrastructure Projects Pvt. Ltd., you are also eligible for our benefits program, which includes medical insurance, 401(k), and up to two weeks' vacation time.

By signing and returning this letter you will confirm your acceptance of the offer. Please respond no later than 16th Dec. 2016.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,


Site Engineer





Thomas Cook

Travel Smooth

<https://www.thomascook.in/>

Tours and Travel Agency – Thomas Cook India

13th March 2017
Kapil Ashok Khade
Pune.

Dear Kapil,

We were all very excited to meet and get to know you over the past few days. We have been impressed with your background and would like to formally offer you the position of Assistant Manager.

This is a full time position. You will be reporting to the head of the department. We will be offering you gross salary of 7.8 LPA. You will also have benefits as per company policy, like health and insurance plan, corporate mobile or travel expenses.

Your expected starting date is 20th March 2017. Please confirm your acceptance of this offer by signing and returning this letter by 16th March 2017. In the meantime, please feel free to contact me via email or phone.

We are all looking forward to having you on our team.

Best regards,

Swapnil Patkar
HR Manager



Date: 11th December 2017

Shubham Ishwar Govardhan
Pune.

Dear Shubham,

Flying Bee Holidays is excited to bring you on board as Finance Associate.

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with Flying Bee Holidays.

Flying Bee Holidays is offering a full time position for you as Finance Associate, reporting to HR manager starting on 18th December 2017.

In this position, Flying Bee Holidays is offering to start you at a pay rate of 15000 per month. You will be paid on a monthly basis, starting 1st January 2018.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 13th December 2017.

Sincerely,



HR Manager



Our Services:
Hotels / Air Tickets / Train Tickets / Bus Tickets / Domestic Packages and International Packages with Visa
Flight / Group Tours / Car Rentals / PAN India / Passport Services / Foreign Assistance

Address: Shop No. 15, Sai Gaurav Building, E-1, Behind Sai sagar Veg Restaurant, Banave Godrej Hill Road, Khatkhatpada Kalyan - West.
Website: www.flyingbeeholidays.com Email: info@flyingbeeholidays.com Contact: 7900118218/7900118230

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K J Infrastructure Projects (P) Pvt. Ltd.

Office: 408/10, Purandar Complex, Mulund Nagar Industrial Estate,
Pune - 411 037. Tel: (020) 24286285, 24284100, 24284229
FAX: (020) 24284379 E-mail: info@kjinfra.com
Website: www.kjinfra.com

15/01/2017

Akhade Kunal Shivaji
Pune.

Dear Kunal,

We are pleased to offer you the full-time position of Operations Analyst at KJ Infrastructure Projects Pvt. Ltd. with a start date of July 25th Jan 2017. It is in our opinion that your abilities and experience will be the perfect fit for our company.

The starting annual salary for this position is 13000/- to be paid on a monthly basis by direct deposit starting on February 1st, 2017.

Your employment with KJ Infrastructure Projects Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason.

As an employee of KJ Infrastructure Projects Pvt. Ltd., you are also eligible for our benefits program, which includes medical insurance, 401(k), and up to two weeks' vacation time.

By signing and returning this letter you will confirm your acceptance of the offer. Please respond no later than 20th Jan, 2017.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,





Ref No - 2016/HR/LRE Appt/59116

05-Jul-2016

Bapusaheb Satyapal Dawale
Mumbai

Dear Bapusaheb Satyapal Dawale,

Congratulations!!!

We take immense pleasure in appointing you as a Lava Retail Executive (LRE). We welcome you to be a part of the Lava Family. You are joining a group of colleagues who are extremely Passionate about what they do, have Impeccable Integrity and are Adaptable to this dynamic market ecosystem. Lava has a vision to empower people to do more, be more. We are guided by our mission of becoming the first Global Indian multi-national Brand. We will charter this journey together and assure you of a phenomenally rewarding career.

The details of your employment are as under:

Full Name	Bapusaheb Satyapal Dawale
Employee Code	59116
Designation	Lava Retail Executive - Silver
Band	EOA
Type of Employment	Permanent
Probation Period	2 months
Notice Period	15 Days
Benefits	ESIC, Accident & Medical Insurance, Educational Assistance Policy
Fixed Annual Cost to the Company	158952
Total Cost to the Company	158952

Please refer to the following for the terms and conditions of your employment. It is mandatory that you read them and acknowledge your acceptance below for this letter to be considered valid.

Terms and Conditions of Appointment

1) APPOINTMENT AND REPORTING:

Designation: Lava Retail Executive - Silver

Date of Joining: Your date of joining has been recorded as 05-Jul-2016.

You will report to Neeraj Kumar Mishra, RME. Your reporting is subject to change at any time at the sole discretion of the company.

2) PLACE OF POSTING:

Your place of posting shall be Vijay Sales Satara Road. However, during employment with the Company, you may be transferred to any operating office or location of the Company or its Subsidiaries, Affiliates or Associates in India or Abroad, whether existing or acquired later. Your services may be assigned or you may be

Registered Office

Lava International Ltd.

C-7/227, Sector-7, Rohini

Delhi-110085

Corporate Identity No- U32201DL2009PLC188920

Corporate Office

Lava International Ltd.

A - 56 Sector - 64

Noida - 201 301, India

T + 91120 4637333

F + 91120 4637240

www.lavamobiles.com



ACCUSION
ENGINEERING
PVT. LTD.

2015-17

Date: 29th June 2017

Mr. Ravi R. Sontakke
A/p - Ambedkar Nagar,
Manwath - 431505

Subject: Letter of Appointment.

Dear Mr. Ravi R. Sontakke,

This refers to the interview you had with us and we are pleased to offer you an appointment in our company in Pune on the following terms and conditions:

- 1) **Designation:**
You will be designated as a Trainee - Engineer
- 2) **Commencement of Employment:**
You are to join us on 26th June, 2017
- 3) **Emoluments:**
Your total monthly fixed emoluments would be Rs.9000.00 (Rupees Nine Thousand only). The breakup of the same is as per enclosed annexure.
- 4) **Probation and Notice Period:**
 - i) There will be a Training period of One Year.
 - ii) The notice period applicable to you in case of separation from the company will be one Month in writing in lieu thereof by either side. The notice period can be amended as mutually agreed.
- 5) **Transfer of Services:**
Your services can be transferred within the group Companies and / or from one job to another, one department to another, or from one branch to another whatever existing at present or to be set up in the future, whether situated in the same city or outside.
- 6) **Other conditions:**
 - iii) You will not engage yourself, directly or indirectly, in any service or be concerned in any matter in any business other than that of the company, unless you have obtained prior written agreement from the Company to be involved in any such other business.

R. Sontakke
SELF ATTACHED



THINQ Pharma - CRO Limited



Date: - 14/01/2017

Visha1 Patil
Flat no. 402 ,
Shivraj Residency,
Bharat Colony,
Near Canal Road, Karvenagar,
Pune-411052

Dear Vishal,

Sub: Letter of Appointment- Business Development Officer –Diabetic Division

With reference to your application for the position of "Business Development Officer Diabetic Division" for Pune HQ, we take pleasure in informing you, that you have been appointed for the above post in THINQ Pharma-CRO Limited, w.e.f., 14th January, 2017.

The terms and conditions of your appointment are as under:

Your appointment is subject to furnishing full and complete information / details / documents mentioned hereunder, failing which, your appointment will be revoked.

- Medical Fitness Certificate.
- Details of membership, if any, in Provident Fund, Family Pension Scheme or any other scheme.
- Xerox copy of your birth certificate and attested copies of Certificates relating to your educational and technical qualifications.
- Xerox copy of certificates of past experience and the original relieving certificate from your current employer.
- One reference letter from a credible source.

There will be a probation period of 6 months.

: Factory Office :

• Plot No-M-40 & 42, Sector - 3, Pithampur, (Near Indo Rama Temple) Dist-Dhar, Madhya Pradesh - 454774, India, Tel No.: 07292-302700.

: Principal Office :

• THINQ HOUSE : Plot No-A-30, Road No.10, M.I.D.C., Wagle Estate, Thane - 400604. INDIA. Tel:(91) 22 25816800. Fax: (91) 22 25833325

: Registered Office :

• D-3, Daginawala Mansion, First Floor, Senapati Bapat Road, Mahim (W), Mumbai - 400 016. INDIA.
Tel : (91) 22 2444 2291 Fax: (91) 22 2444 9473

E-mail : enquiry@thingcro.com
Website : www.thingcro.com



APPOINTMENT LETTER

29th Aug 2017

Shashank Dixit

Pune

Resume ID # 1978904

Dear Shashank

This is with reference to discussion you had with us recently. We are pleased to offer you the position of an Associate Analyst on the following terms:

1. Place of Employment and Timing.

- 1.1 Your initial place of work will be at Pune. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 1.2 You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits.

- 2.1 Compensation: As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of Rs 77000 (Rupees Seventy Seven Thousand Rupees Only). Other allowances / reimbursements as due to you are detailed in Annexure II.
- 2.2 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 2.3 You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 2.4 Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses: The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves: You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term: Employment period shall commence on 29th Aug 2017 and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof. You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

Registered Office:

Wipro Limited

Dodda Ballappa

Earlyfour Road

Bangalore 560 035

India

T : +91 (80) 2844 0011

F : +91 (80) 2844 0258

E : info@wipro.com

W : wipro.com

C : L271U29A1845PL002000



SP/OFF/3954/2017

Date : 13/01/2017

Mr. ALI HUSAIN.
NO. 62/B3/4, COMMUNITY SOCIETY
NEAR SHALIMAR HILL PARL
SAI BABA NAGAR, KONDHWA KHURD
PUNE - 411 048

Dear Mr. Ali Husain

Further to the interview you had with us, we are happy to inform you that you have been provisionally selected as **Sales Officer**, with **PUNE** as head quarter, as per the terms and conditions agreed upon during the interview.

You will draw a gross monthly salary of **Rs. 10,000 /-p.m**

You are requested to report to **Area Sales Manager - PUNE**. This does not purport to be your appointment letter. In case you do not report for duty on or before **23/01/2017** this offer automatically stands lapsed.

With Best wishes

for Stedman Pharmaceuticals Private Ltd.,



Dr. RAMKUMAR RAJAGOPAL
JOINT MANAGING DIRECTOR

STEDMAN PHARMACEUTICALS PVT. LTD.

Corporate Office : 3-A, Adyar Bridge Road, Adyar, Chennai - 600 020. INDIA. Tel : 24911355, 24462334, 24461198.

E-mail : contactus@stedmanpharma.com Website : stedmanpharma.com

Factory : C-4, SIDCO Pharmaceutical Complex, Alathur, Thiruporur - 603 110. Tamilnadu, INDIA. Tel : 044-27444502.

"CIN : U24231TN1985PTC012518"

11th June, 2017

Ref: HBE/VV/18-19

MR. ALI HUSAIN,
S.R. 5, Ashraf Nagar, Lane No. 5,
Kondhwa Khurd, Havell,
PUNE - 411 040, (Mah.)

Dear Ali Husain,

This has reference to the interview you had with us for the post of Hospital Business Executive in our Organization. You have been selected for the post of Hospital Business Executive at Pune Headquarter, on the following terms and conditions:

DATE OF JOINING : 04 June, 2017

CTC : Rs. 2.40 Lakhs per annum. (as per Annexure attached)

1. You will be on probation for an initial period of six months from the date of appointment, at the end of which you will be confirmed in writing, as a permanent employee of the Company, if your services are found to be satisfactory and up to the standard required by the Company, of which standard the Company shall be the sole judge. You will continue to be on probation until letter of confirmation to be issued to you in writing by the Management.
2. As a Hospital Business Executive, your nature of duties is purely managerial, administrative.
3. You are responsible for sales performance of the area based on the targets given to you by the Management. It is expected that having understood the rationale of your targets, you will convince that, the targets are not only reasonable but also possible to surpass them so that you can get incentives which can be given through incentive schemes declared from time to time.
4. To achieve the above said roles and responsibilities, you work as a recommending authority for procuring orders through hospitals at pre decided rates.
5. You will have to maintain average of 12 Doctors and 5 Chemists per working day and SVL coverage <95%.
6. During your tenure with the Company, you shall put in your best efforts and endeavor to further the interest of the Company. It is, therefore, expected that you shall perform your duties assigned to you with utmost sincerity and honesty and that you shall judiciously exercise powers vested in your position.

Regd. Office : Zydus Tower, Saijiwadi Cross Roads, Ahmedabad 380 015, India
Phone : +91-79-2686 8100 (20 lines) Fax : + 91-79-2686 2363 www.zyduscadia.com CIN U51000GJ1989PLC079501

Mumbai Office : Zydus Tower, CTS No. 460/6, Village Pahadi, off I. B. Patel Road, Goregaon (East),
Mumbai- 400063, India. Phone : +91-22-02721700



SIGMA HUMAN RESOURCES (INDIA) PRIVATE LIMITED



ISO 9001:2008, ISO 14001:2004, OHSAS 18001:2007, NSIC - CRISIL RATINGS
CERTIFIED COMPANY

Branch Off.: 104, 1st Floor, Royal Palace, Plot No.11, Sector-2, Kharghar, Navi Mumbai - 410210.
Tel. No.:022-65727999 Email : navimumbai@sigmahrgroup.com Website : www.sigmahrgroup.com

TO WHOM SO EVER IT MAY CONCERN

This is to certify that, Miss. Nishigandha Narayan Kamble, is working with in "National Institute of Abiotic Stress Management, Malegaon," Baramati as a "Admin. Assistant", through our Company i.e. M/s. Sigma Human Resources (India) Pvt. Ltd., Pune on contract basis from 11 November, 2017 to till date.

She is sincere about her work.

Place : Pune

Date : 24.07.2017.



FOR SIGMA HUMAN RESOURCES (INDIA) PVT. LTD

AUTHORIZED SIGNATORY

Corp. Reg. Off.: 303, Block - III, Lloyds Chamber 409, Mangalwar Peth, Pune - 411 011.
Tel. No.: 020-66438579 / 64789995 Fax : 020-66438579 Mob. No.:9822549995
Email : pune@sigmahrgroup.com Website : www.sigmahrgroup.com

Specialize In : Facility Management Services | Manpower Supply | CCTV & Digital Security | Electrical O&M | Gardening

Scanned with CamScanner

महाराष्ट्र दुकाने व आस्थापना (लोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"
(नियम ९ प्रक)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	२९३०९४०३२००३								
२.	अर्जाचा (सूचनापत्राचा) आवडी क्रमांक	१०३०९४०३२००३								
३.	आस्थापनेचे नाव	स्वतःमुंद SWARKUND								
४.	कामगारांची एकूण संख्या	३								
		<table><tr><td>पुरुष</td><td>स्त्री</td><td>इतर</td><td>एकूण</td></tr><tr><td>३</td><td>०</td><td>०</td><td>३</td></tr></table>	पुरुष	स्त्री	इतर	एकूण	३	०	०	३
पुरुष	स्त्री	इतर	एकूण							
३	०	०	३							
५.	अ) मालकाचे नाव	प्रतापसिंह मुकुंद काशीद PRATAPSIKH MUKUND KASHID								
	ब) आस्थापनेचा पत्ता	पेट पोस्ट अकलूज, हनुमान तालीम, अकलूज, . माळशिरस, सोलापूर, ४१३१०१								
६.	सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी संबंधित सलग प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल. ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यांतर्गत ग्राह्य वरता येणार नाही.									
७.	व्यवसायाचे स्वरूप	WHOLESALE AND RETAIL BUSINESS OF STATIONARY ITEMS								
८.	पूर्वीचा नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सदरची पोच पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अमिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे. सादर पोचपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी दाखल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : २९-०३-२०२०

ठिकाण : Solapur

कार्यालयाचा पत्ता : Shop Inspector Office, Maishiras, Address- Shankarrao Mohite Patil Vyapari Sankul, Akakuj, Taluka- Maishiras, District- Solapur.

अर्जाचा आव.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (₹प्रक)
१०३०९४०३२००३	२३.५०

Mahindra HOME FINANCE

Ref: MRHFL/OCTOBER/2018/HRD

Date: October 12, 2018

Mr. Rahul Satyanarayan Gaddam
Paccha Peth,
Solapur-431005.

Mahindra Rural Housing
Finance Ltd.
1st Floor, Sai Plaza,
Above Vijay Sales, Kapurbawdi,
Ghodbunder Road,
Thane (West) - 400607, India

Tel: +91 22 81231400

SUB: Offer Letter

Dear Mr. Rahul,

We refer to your application and subsequent interviews for the Customer Manager – Operations position in our Company.

Further to the interview, we are pleased to offer you employment as a "Customer Manager- Operations" in L90 at our Solapur location.

You will be on Probation for a period of SIX months. During this period you will be entitled to the following:

1. During the probation period you shall be entitled for leave as per leave policy of the company.
2. You will be placed at our Solapur location and report to the concerned Manager.
3. The Management shall have the right to transfer your service and you will have to work as per the instructions / directions of the Management of the company in any of its divisions / branches / offices / group companies situated in India.

During this period, you will be entitled to the following:

Components	Amount (In INR)
Basic	3250
HRA	1625
Personal Allowance	5412
Monthly Gross	10287
Annual Gross	123444
Annual Benefits	
Provident Fund	4680
Gratuity	1876
Total CTC	130000

* Allowance as per policies currently in force are subject to change based on individual and company's performance

**ESIC would be deducted as per applicable statutory laws

Akshay Telgote
Pune

Dear Akshay,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **Certified Internet Consultant**, in **G12** on the following terms and conditions:

Your Employee Code is **10070681**.

Date of Joining and Place of Work

- ✓ Your date of joining the employment with Just Dial is **03-12-2018** and your place of posting is **Akola**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

Compensation

Your consolidated compensation per annum on Cost to Company basis is **Rs. 259000 (Two lakh fifty nine thousand only)**.

The details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs. 17000 /-p.m	102000
2	Revised Salary - After Six Months*	Rs 20000 /-p.m	120000
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary	17000	17000
4	End of 12 Months - One month Salary	20000	20000
	Total CTC per annum		259000

* **Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of 6 months and 12 months after successful completion of probation in writing.

Further details are given in the **Annexure**.

Incentive or Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active on the incentive payout date. Further, incentive payout during the notice period shall be determined by the company.

05-03-2018

Swapnil Jadhav

Place

FIXED TERM CONTRACT

The HDFC BANK LIMITED (having its Regd. office at HDFC Bank House, Senapati Bapat Marg, Lower Parel,

Mumbai- 400 013) hereinafter referred to as 'the Bank' hereby appoints you as a **CA-Sales Officer** for two years with effect from **12-03-2018** on the following terms and conditions :

1. You shall perform the duties of CA-Sales Officer in the Bank primarily consisting of Retail Branch Banking work and shall perform such other related duties and exercise such powers that the Bank and/or any of its subsidiary or its associated companies within the HDFC Bank Group may delegate or assign to you by or with the authority of the Managing Director of the Bank.
2. During the engagement you shall devote the whole of your time, attention and ability to the business and affairs of the Bank and will use your best endeavors to promote its interests. You shall not during your employment hereunder, be concerned or interested directly or indirectly in any way in any business competing with or similar to the business of the Bank and shall not have any interest in any business other than that of the Bank or accept remuneration in any other employment or service whatsoever except that you may hold shares or securities in any company which is quoted on a recognized Stock Exchange or dealt in publicly and in private family companies including the holding of nominal directorship in such companies (subject to compliance with the Personal Account Dealing Section of the Ethical Standards and Compliance Manual) and except also that you may be allowed to accept remuneration and fees for the teaching and lecturing work done outside office hours.
3. You will be paid a salary of Rs. **21500/-** Per month (Rupees **Twenty One Thousand Five Hundred Only**) Conveyance Allowance of Rs. **5200/-** Per month will also be paid. All income tax and other taxes payable on money received by you from the Bank will be borne by you. You will also be paid incentive based on your performance as per the policy applicable.
4. You will be entitled to leave only on completion of six months from Date of Joining as a Marketing Executive. You will be entitled to Twenty Five working days annual leave in a calendar year at a time to be determined by the Bank, subject to exigencies of service. In case you are already on leave of any sort you may be recalled by the Bank if circumstances warrant your immediate return on duty.
You will not be entitled for any sick leave. Except In exceptional cases leave may be granted at the discretion of the Bank after adjusting the leave of 25 days, but the Bank reserves the right to terminate your employment forthwith and without previous notice in the event of your absence from work due to ill health for a period or periods totaling at least four weeks in any consecutive period of twelve calendar months.
5. Save as hereinbefore expressly provided you will not be entitled to any special payments or allowances or perquisites of any kind whatsoever authorized by the management of the Bank for payment to other Employees.
6. You will not during your engagement or thereafter except in the proper course of your duties, disclose any information concerning any of the business or affairs of the Bank, its subsidiaries or



Nisnai Corporation

6/57, Behind New PMC Office, Sinhagad Road, Vadgaon BK Pune,
Maharashtra

10/12/2018

Junaid Arshad Nazki
Pune,

Dear Junaid,

We are pleased to offer you the full-time position of Business Executive at Nisnai Corporation with a start date of 15th December 2018. You will be reporting directly to manager at office. We believe your skills and experience is an excellent match for our company.

The annual starting salary for this position is 18000/- to be paid on a monthly basis by direct deposit to your bank account.

As an employee of Nisnai Corporation, you are also eligible for our benefits program, which includes medical insurance, and other benefits which will be described in more detail with the employee.

Please confirm your acceptance of this offer by signing and returning this letter by 12th December 2018

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

For NISNAI CORPORATION


Proprietor

Dnyaneshwar Jadhav
Proprietor



Nisnai Corporation

*6/57, Behind New PMC Office, Sinhagad Road, Vadgaon BK Pune,
Maharashtra*

15/12/2018

Pooja Mukesh Patil
Pune.

Dear Pooja,

We are pleased to offer you the full-time position of HR Assistant at Nisnai Corporation with a start date of 20th December 2018. You will be reporting directly to manager at office. We believe your skills and experience is an excellent match for our company.

The annual starting salary for this position is 18000/- to be paid on a monthly basis by direct deposit to your bank account.

As an employee of Nisnai Corporation, you are also eligible for our benefits program, which includes medical insurance, and other benefits which will be described in more detail with the employee.

Please confirm your acceptance of this offer by signing and returning this letter by 17th December 2018.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

For NISNAI CORPORATION

Proprietor

Dnyaneshwar Jadhav
Proprietor

Date: 15th January 2018

Swapnil Mahadik
Pune

Dear Swapnil,

Flying Bee Holidays is excited to bring you on board as Jr. Financial Analyst.

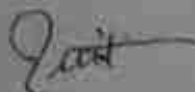
We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with Flying Bee Holidays.

Flying Bee Holidays is offering a full time position for you as Jr. Financial Analyst, reporting to HR manager starting on 22nd January 2018.

In this position, Flying Bee Holidays is offering to start you at a pay rate of 13000 per month. You will be paid on a monthly basis, starting 1st February 2018.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement on or before 17th January 2018.

Sincerely,



HR Manager





KJ Infrastructure Projects Pvt. Ltd.

Office: 408/10, Paramar Complex, Mulund Nagar, Mumbai - 400080
Pune: 411 007, Tel: (020) 24260006, 24264750, 24264229
FAX: (020) 24264378 E-mail: info@kjpltd.com
Website: www.kjpltd.com

15/01/2018

Pallavi Shinde
Pune.

Dear Pallavi,

We are pleased to offer you the full-time position of HR Executive at KJ Infrastructure Projects Pvt. Ltd. with a start date of July 22nd Jan 2018. It is in our opinion that your abilities and experience will be the perfect fit for our company.

The starting annual salary for this position is 10000/- to be paid on a monthly basis by direct deposit starting on February 1st, 2018.

Your employment with KJ Infrastructure Projects Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason.

As an employee of KJ Infrastructure Projects Pvt. Ltd., you are also eligible for our benefits program, which includes medical insurance, 401(k), and up to two weeks' vacation time.

By signing and returning this letter you will confirm your acceptance of the offer. Please respond no later than 19th Jan. 2018.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,

Site Engineer





Sadashiv Guar Gum & Agro Product's Pvt. Ltd.

S.No.8/6, Ambegaon Bk, Milkat No. 1123,
Nr. Utkrsh School, Pune- 411046, Maharashtra, India
Tel: +91 9860596073, +91 9762223908
Website: www.sadashivguargum.com
Mail id: info@sadashivguargum.com

Date: 4th Feb 2018

Neha Ghadge
Pune, Maharashtra

Dear Ms. Neha,

Congratulations! We are pleased to confirm that you have been selected to work for Sadashiv Guar Gum & Agro Product's Pvt. Ltd. We are delighted to make you the following job offer.

The position we are offering you is that of Jr. Accountant at a monthly salary of 15000/- with an annual cost to company 180000/-. Your working hours will be from 9am to 6pm, Monday to Friday.

We would like you to start work on 10th Feb 2018 at 9 am for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by 6th Feb 2018 to indicate your Acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our Sadashiv Guar Gum & Agro Product's Pvt. Ltd. and look forward to working with you.

Sincerely,

SADASHIV GUAR GUM & AGRO PRODUCTS PRIVATE LIMITED

DIRECTOR

DNYANESHWAR TRIMBAK JADHAV

Director

Sadashiv Guar Gum & Agro Product's Pvt. Ltd.



Sadashiv Guar Gum & Agro Product's Pvt. Ltd.

S. No. 8/6, Ambegaon Bk, Milkat No. 1123,
Nr. Uttkrsh School, Pune- 411046, Maharashtra, India
Tel: +91 9860596073, +91 9762223908
Website: www.sadashivguargum.com
Mail id: info@sadashivguargum.com

Date: 6th Feb 2018

Nida Anwarbhai Shaikh
Pune, Maharashtra

Dear Ms. Nida,

Congratulations! We are pleased to confirm that you have been selected to work for Sadashiv Guar Gum & Agro Product's Pvt. Ltd. We are delighted to make you the following job offer.

The position we are offering you is that of HR Executive at a monthly salary of 15000/- with an annual cost to company 180000/-. Your working hours will be from 9am to 6pm, Monday to Friday.

We would like you to start work on 10th Feb 2018 at 9 am for documentation and orientation. If this date is not acceptable, please contact me immediately.

Please sign the enclosed copy of this letter and return it to me by 8th Feb 2018 to indicate your Acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our Sadashiv Guar Gum & Agro Product's Pvt. Ltd. and look forward to working with you.

Sincerely,

SADASHIV GUAR GUM & AGRO PRODUCTS PRIVATE LIMITED

D. Trimbak Jadhav

DIRECTOR

DNYANESHA WAR TRIMBAK JADHAV
Director
Sadashiv Guar Gum & Agro Product's Pvt. Ltd.

BANCTEC

BANCTEC/HR/PUNE/TECH/CONF/133

Date: August 11, 2018

Mr. Aishwarya Satish Desai
Emp. Code: BACS7648

Dear Aishwarya,

It gives us great pleasure to share with you our appreciation of your vital and noteworthy contribution to the performance of our company since April 14, 2018.

In view of your committed performance, we are glad to confirm you in the organization & redesign as **Technical Support Specialist** w.e.f. July 13, 2018.

We look forward to have a long and mutually beneficial association.

For Banctec TPS India Pvt. Ltd.



Shaun Rao
Manager – Human Resources

Banctec TPS India Pvt. Ltd.
CIN: U64702MH1999PTC119011

Registered Office:
T-141, International Infotech Park
Vashi, Navi Mumbai 400705
Phone: (+91) 22 2781 2234
Fax: (+91) 22 2781 2327

Formerly Known as Trademall (India) Pvt. Ltd.

www.banctec.com

Branch Office:
9th Floor, Tower A, CC Tech Park City,
Senapati Bapat Road, Pune 411016.
Phone: (+91) 20 3951 7500

Branch Office:
3rd & 4th Floor, Sharada Arcade, Bibwewadi,
Pune Satara Road, Pune 411037.
Phone: (+91) 20 2422 1460
Fax: (+91) 20 2422 1470

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Kil No. 19531 RRF. No. JPERSONALLOAN WEST 24P000377 Date: 13/7/18 **MOLS NO. : 1463**
Candidate Name: Sarvagad Bouin Vasant
First Name Middle Name Last Name
Father name: Vasant Ramchand Date of Birth 19/6/91 (DD/MM/YY)
Address: FL No. A 25 BNO 48/2 Tigai Contact No. 9532668458
Palace Mangri Ngr. Pune E-mail ID: _____

Employment Offer

Dear Candidate,

We are pleased to offer you the post of St. Executive (Designation) at Grade C4 Gross Salary of Rs. 121300 and CTC of Rs. 141482 (Per month) with I-Process Services (India) Private Limited. Statutory deductions will be made applicable under law.

You date of joining shall be 15/7/18 (DD/MM/YY)

You have provided self-attested copies of following documents at the time of joining.

1. 8 Passport size photograph of self (with name & mobile number on the backside of Photograph)
2. Photo ID Proof
3. Residence Proof (Present/Permanent)
4. Date of Birth Proof (Self Attested)
5. Experience Certificate/Relieving letter, If applicable (Self attested) or copy of resignation. (Immediate employer)
6. Qualification Certificates and Marks Sheet (Self attested) (Graduation is must)

A detailed letter of appointment shall be issued to you at a later date. This letter is issued to you based on the representatives made by you and this offer of employment/subsequent appointment is subject to :

- Verification and reference checks to be carried out by us. In case the Company finds that your verification/reference checks are not up to the desired level, the letter of offer/subsequent appointment letter shall be automatically stands withdrawn and, even if you have joined duty, your service shall be terminated with immediate effect without any compensation notice or salary in lieu thereof.

If you fail to join the date specified above, this offer shall stand withdrawn.

Please note that we will not be able to process your joining formalities in absence of above documents.

You are requested to sign & return a copy of this letter, failing which this offer shall stand withdrawn.

Yours Sincerely,

For i-Process Services (India) Private Limited.

Authorized Signatory

Name: Aishwarya

Ecode: A00648

I have read all the terms and conditions of the offer and would like to confirm my acceptance. I further understand that the offer is conditional and my appointment is subject to successful completion of induction training and also satisfactory results of my verification and reference checks. I further agree that I am bound by the contents of this letter, my undertaking and indemnities to the company as well as by the service conditions of the company. I have understood all such terms and conditions and my appointment shall be subject to all such terms and conditions

Signature of Candidate:

Date: 13/07/2018

Regd. Office : Acme Plaza, 4th Floor, Unit # 408-409, Andheri-Kurfa Road, Andheri (E), Mumbai - 400 059

CIN No. : U72900MH2005PTC152504 • Mail Id : contact@iprocess.in, hr.helpdesk@iprocess.in

Ref: MRHFL/Jun-2019/HRD/ 27000691

Date: 14-Jun-2019

Tel: +91 22 66525000
Fax: +91 22 2498170/71

Mr. Pravin Sarvagod

Vasant Sarvagod Yeliv Khatav 415512 Satara Satara Satara

SUB: APPOINTMENT LETTER

Dear Mr. Pravin Sarvagod ,

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you in the services of the company designated as **Customer Manager - Affordable Housing** in Grade L90 on the following terms and conditions:

1. Your appointment would be effective from **21-May-2019**
2. During the period of probation you shall be entitled for following remuneration:

Components	Amount (In INR)
Basic	6000
HRA	3000
Conveyance Allowance	1600
Personal Allowance	8391
Monthly Gross	18991
Annual Gross	227892
Annual Benefits	
Provident Fund	8640
Gratuity	3462
Superannuation [Optional]	0
Gross Fixed Annual CTC	240000

* Note: In addition to the above, you will be eligible for Performance Pay/Incentive as per the applicable policy on confirmation, which would be variable based on performance output.

** Allowance as per policies currently in force and subject to change based on individual and company's performance.

*** ESIC would be deducted as per applicable statutory laws

****The Superannuation benefit is optional. If an employee chooses not to join the scheme, the superannuation amount will be paid in monthly salary & will be taxable as per prevailing tax rate. The employee has an option to join the scheme later through a separate declaration. Once the employee has joined the scheme it's non-refundable.

Compensation Review 2021

Date: April 01, 2018

Employee No : 307583
Name : Pravin Dattatray Dudhbhate
Career Band : Professional
Role Band : A
Title : Lead Associate - Ops

AUSTRALIA
CHINA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
SOUTH AFRICA
UAE
UK
USA

Dear Pravin,

In keeping with our theme of "One WNS, One Goal – Outperform", WNS is committed to focusing its efforts on building a performance oriented culture. To this effect, we rely on you as a committed employee to create more value for our business, clients and yourself.

In recognition of your contribution during the last year, we are pleased to inform you that you have been re-designated as **Lead Associate - Ops** with effect from **April 01, 2018**. Further to the change, your compensation has been revised. Your revised gross pay is **INR 360,480 per annum** (INR Three Lakh Sixty Thousand Four Hundred Eighty Only per annum) which is inclusive of Fixed Pay and Bonus/ Incentive.

A detailed stack-up of your revised compensation is attached in the Annexure for your reference.

All other terms and conditions of your employment will remain unchanged.

Wishing you the very best and look forward to your continued enthusiasm and commitment to organizational growth.

With Regards,

For WNS Global Services Pvt. Ltd.



R Swaminathan
Chief People Officer

This communication and the contents of the letter are confidential and you are requested to treat this as such.

WNS Global Services Pvt. Ltd, Plot No:10, Godrej & Boyce Complex, Piroshanagar, LBS Marg, Vikhroli (West), Mumbai - 400089 India | Tel: +91 22 4095 2100 | Fax +91 22 2518 8307 | CIN: U72200MH1996PTC100196

Date: 11th Jan' 2018

To SHUBHAM GANESH PANKAR,
PUNE,

Sub: APPOINTMENT LETTER

Dear SHUBHAM GANESH PANKAR,

This has reference to your application and subsequent interview you had with us. We are pleased to appoint you as **ACCOUNT EXECUTIVE** in our Organization at our Pune office w.e.f. 10th Jan'18 on following terms and conditions:

1. REMUNERATION:

Your total cost to the company salary will be Rs. 2,40,600/- per annum.

- a. You will be entitled to leave and other fringe benefits as per the rules of the Company that may be in effect from time to time.
- b. You will be required to join/continue to be a member of the Staff Provident Fund, be bound by its rules and entitled to its benefits.

Enclosed please find along with this letter an indicative break up of your compensation (Annexure - 1) on the principles of Cost to Company. Your compensation is subject to tax as per the prevalent Income tax laws / rules.

2. PROBATION:

You will be on probation for an initial period of 6 months, which can be further extended for a period of 3 months at a time, on the discretion of management depending upon your performance during this period. Your services shall not be confirmed unless & until it is not given in writing by the management. During the probation period your services will be liable to termination by either side after giving 15 days notice (or at our option 15 days salary in lieu of notice) except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

3. TRANSFERABILITY:

During your tenure of service, you may at any time be transferred to any other place of business of the Company now existing or to be acquired in future, from one department to another, in India or abroad or any other associate concern in India or abroad, in the same or any other capacity as the management may in its sole discretion deem it necessary, and on such transfer you will be governed by the rule & regulations of that office as the case may be.

4. SALARY REVISION

According to Company's compensation policy, the compensation received by an employee should reflect the responsibility held and the performance. The performance will be evaluated and reviewed from time to time. Based on such reviews the employee's compensation will be reviewed and revised appropriately. In case of unsatisfactory performance, the management may at its sole discretion decide not to revise the salary or withheld the increment, as may be the case.

5. NOTICE PERIOD

You will be subject to one month notice period on either side except in case of physical or mental incapacity, interference, insubordination or dishonesty or unauthorized absence or any other misconduct described in clause 7, your services may be terminated without any notice.

Waiver of/short fall in notice period or payment in lieu of notice period can be accepted subject to approval by competent authority in consultation with HR department.

OPPO Mobiles MU Private Limited

Regd.Off: Unit No 301, 3rd Floor, CTS No. 540A, AJ House, Andheri Kurla Road, Andheri (East), Mumbai - 400059

Phone No : 022 - 41206345 | Website : www.oppomu.in



Date: 03.05.2018

Ref No: 00016715/A31/7019

Amit Pandurang Tayde
B2, 401, Sonigara Excluzee
Hinjewadi Dange Chouk Road

Pune 411057
Maharashtra

Dear Amit,

We are pleased to offer you a position as "Analyst Operations" with AXA Business Services Pvt. Ltd (the "Company"). You will be required to report for work on or before 13 May, 2018 up to which date this offer is valid. Your total employment Cost to Company will be Rs. 368300.00/- per annum, effective from your date of joining the Company.

Based on performance, you will be eligible for annual incentives as per the Company norms. You are required to submit a copy of the relieving letter from your previous Organization (if any) mentioning the cause of separation on your date of joining. Your employment with the company and continuance thereof is subject to your successful reference check & medical fitness which will be conducted at a future date, considering the current lockdown situation due to COVID-19 crisis. This will be informed separately and you will be expected to complete the same within specified timelines communicated to you. In case you fail to meet any of the above, this offer will be deemed as cancelled.

You will be governed by all the rules and regulations of the company in force and as applicable from time to time.

"You will be entitled to an annual increment in April 2018".

As per company policies in case your work entitles you to travel on-site you are required to sign an undertaking for one year.

Please signify your assent by signing the copy of this offer letter.

Wishing you a great career and growth options with AXA Business Services.
Yours sincerely,

For AXA Business Services Pvt. Ltd.

Amod Sanni Gopinath
Lead - Talent Acquisition

AXA Business Services Pvt. Ltd.

CIN : U67200KA1995PTC018761

- ☐ Regd. Office: 1st & 2nd Floor, MFAR, Manyata Tech Park, Phase-IV, Rechana Halli Village, Nagawara, Bangalore-560 045, India.
 - ☐ Ecopolis, Second Floor, Block No-E3, Hinduja Realty Ventures Ltd, Co-Developer of Gulf Oil Corporation SEZ, Survey No. 155, 159, 164 (Part) 165 (Part) 166, 167 Katigenahalli Village, Yalahanka Hobli Bangalore-560063
 - ☐ Marvel Edge, Block C & D, 1st to 4th Floor, Survey No 207/1A+33A, Lohagaon, Viman Nagar, Pune 411 014, India Tel:(020) 66076000/6000 Fax:(020)6806 2830/1
 - ☐ Suzlon: Aqua Lounge, 2nd floor left & Right Wing, One Earth Side Satru Nalli, Hadapsar, Pune # 411028, India
- Website : www.axa-bis.com

1-431-13-00-01 7501
www.merckmillipore.com



ManpowerGroup

Date: 10 Sep 18

Name: Aarti Kothmale

Subject: OFFER FOR FIXED TERM CONTRACT

Dear Aarti Kothmale

With reference to your appointment with **ManpowerGroup Services India Pvt. Ltd.**, we have pleasure in offering you the position of **Assistant** in our organization on a Fixed Term Contract basis. The detail of the offer is as follow –

Start date of Assignment : 11/Sep/18

End date of Assignment : 28/Feb/21

Monthly CTC Salary : Rs 27860/-

Any statutory dues like PF, ESI, Bonus etc, if applicable, will be Paid / Deducted as per law.

All taxes will be deducted as applicable by law.

If you wish to accept this offer, kindly send the accepted copy of the same along with a copy of your accepted resignation letter or relieving letter (if applicable). In case the signed acceptance and required documents are not received by Manpower within 7 days of the offer date, Manpower at their discretion reserve their right to treat this offer as withdrawn automatically without further notice.



Signature

Manager

Signature

Accepted By

Aarti Kothmale

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1936PLC041370

Date: 04-Dec-2019

TE 724291 /1648093/Permt

Mr. Fauzaan Arif Syed
Building B8 Flat 1102,
Euphoria Phase 2, Opp Talab Factory,
Pune (MAH) - 411048
Phone No: 865561430

Subject - Offer of Appointment

Mr. Fauzaan Arif Syed,

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

With reference to our discussions, we are pleased to offer you appointment in our Organization as Sr. Software Engineer on U3 band, operating out of our PUNE office.

Your "Annual Total Cash Compensation" will be Rs. 630,000 (Indian Rupees Six Lakh Thirty Thousand). Please refer Annexure-A for details on the compensation and statutory deductions.

Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

Your employment with us will be governed by terms and conditions as specified in Annexure-B.

You are required to join on 17-Dec-2019 at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

On the date of joining, you are requested to report to Chitragda Parihar at 9:30 AM to complete the joining formalities at TECH MAHINDRA LTD, PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE, SPECIAL ECONOMIC ZONE, PUNE-411057(MAHARASHTRA), INDIA. At the time of joining, you are expected to carry originals of the documents as per Annexure - D and submit the copies of the same to the HR Team.

Please note that this Offer is subject to your being given a clear background check either at the time of reporting joining or thereafter depending upon our receipt of the background check report from the agency.

Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Rashid Ahmed by 11-Dec-2019





19 August, 2019

Priyanka Bondre
EID: 118667

Dear Priyanka

We are pleased to formally confirm that you will become an employee of Veritas. As you know, Symantec Corporation is in the process of a proposed global separation into Symantec Corporation and Veritas Technologies LLC.

As a result, your employment with Symantec Software India Private Limited ("the Company") will transfer to Veritas Software Technologies India Private Limited ("Veritas India") effective 3 October, 2019 ("Effective Date") contingent on a successful completion of the separation. The Company, however, reserves the right to alter the Effective Date as necessary.

The terms and conditions of service applicable to you at the time of transfer to Veritas India will not be less favorable than those applicable to you currently, and your service will not be considered interrupted at the time of transfer. Veritas reserves the right to review these terms and conditions and make changes beyond a certain date.

Your current employment agreement with the Company hereby stand assigned to Veritas India, from the Effective Date, and the terms and conditions will remain the same at the time of transfer except to the limited extent that all references to employer/company thereunder, will be deemed to mean Veritas India, from the Effective Date.

Consequently, all personnel files and records relating to your employment, including personal data or sensitive personal data or information relating to you, will be transferred from the Company to Veritas India, and will be used for the purposes of fulfilling employment and related obligations. You hereby grant express consent to such transfer and usage.

Please note that upon your transfer to Veritas India, you will also be required to enter into a new Confidentiality/Intellectual Property Agreement with Veritas India, in the form annexed hereto, as Exhibit I.

We request that you e-sign the Employee Privacy Notice and Consent to the Company by 28 August, 2019 denoting your acceptance to the terms stated in this Transfer Notice. Should you have any benefits, total rewards, payroll, or other questions please refer to the Separation Readiness/FAQ <http://syminfo.ges.symantec.com/microsites/strategy> or your manager.

We are incredibly excited that you are joining the Veritas team. Veritas' vision is that those with the best information will be the most successful and our mission is to help business and technology leaders harness the power of information regardless of where it resides by driving availability and revealing insights. We are going to help them win by delivering heterogeneous solutions that will keep their data and systems available and provide the foundation for uncovering insights about their information.

Veritas looks forward to having your contributions, talents, and energy on the team—to achieve mutual and enduring success.

Sincerely,

Sudanshu Pandit/VP-HR, Symantec India

Read and accepted by:

Signature: Priyanka Bondre
Priyanka Bondre (Aug 20 2019)

Email: Priyanka_Bondre@symantec.com



dar al-handasah
CONSULTANTS

Dar Al-Handasah Consultants
India Private Limited
Level 1
B-1, Sector 17
Gurgaon, Haryana
122001

05/01/2019

AKG

Mr. Ishwari Chandekar,

Subject: Job Offer

We have the pleasure to offer you a position with Dar Al-Handasah Consultants (Share Partners) in Pune, as Mechanical Engineer within the Mechanical Department.

Your gross monthly salary will be 30000 Rs. (Thirty Thousand Indian Rupees).

You shall benefit from the Employer's Group Insurance Policies comprising of life and hospitalization (excluding optical, dental, cosmetic care or cosmetic surgery) as per the policies of the Employer.

This offer is subject to a satisfactory reference check of your credentials being conducted by us, covering your education, including certificates and other documents, authentication of previous experience, medical fit.

Please, sign and return attached copy of this letter to signify your acceptance of this offer which shall remain valid for one week of this date.

Yours faithfully,

For: Dar Al-Handasah Consultants
(Share Partners) India Pvt. Ltd.

Mr. Battik
Human Resources Manager
Personal

Agreed and accepted
Name: Ishwari Chandekar

Signed

Date

Date of joining



[Date: 01.07.2019]

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Gadhave Sourbha S. has been working with us as a Supervisor since 01.04.2019

His performance was good and to the satisfaction of the Management.

We wish him all the success in his future endeavors.

For Moraya Engineering

For Mr. S. S. Gadhave

(Authorized Signatory)

Proprietor



SAISH TECHNOLOGIES PVT LTD.

Regd Off: S.No 36, 'A' Wing, Flat No 1102, Pristina Pacific, Ambegaoon-Narhe Road, Pune 46.
Corp Off: Shop No2, S. No - 32/7/21, Garudatta Palace, Behind Bharati Vidyapeeth, Pune 46.
Mobile No- 9422004217, Web: www.saishtech.co.in

Regd: 149266

Date: 31st July 2019

Mr. Pritam Goswami
Flat No 102, BlissCourt,
Jambhulwadi, Pune 46

Dear Pritam,

I am writing to confirm my offer of a position at Saish Technologies Pvt. Ltd as a Business Analyst. The hours will be 40 per week 8 Hour daily. This position is offered subject to satisfactory reference and pre-employment checks and completion of the six - moth probationary period during which time your performance will be reviewed.

This is a permanent position and you will therefore be entitled to all staff benefits. Your starting date will be 16th July 2019. You will be entitled to 30 days holiday per year pro-rata, plus Bank Holiday. The Holiday year runs from Jan 1st - Dec 31st. After the completion of your probationary period you will be offered the senior position as per reviewing your performance.

During the tenure you will be offered the CTC 2.5 lacs per annum.

Please find enclosed clearance forms which I would be grateful if you could complete and return to me as soon as possible.

We are all looking forward to working with you and hope you will soon feel part of the team.

If you have any questions, please contact me.



I accepted the offer as outlined above.

Date

Web: www.saishtech.co.in Email: info@saishtech.co.in

Date : 18/01/2019

To
Anagha Sanjay Wane
(Code: CAN278806)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as Representative, Reconciliation. Your services are being deputed to **BNY MELLON INTERNATIONAL OPERATIONS INDIA PRIVATE LIMITED** on the following terms and conditions:

- Your employment will be valid from **25/01/2020 To 24/01/2021**, unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be **INR 225,000.00 per Annum** (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Medclaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.

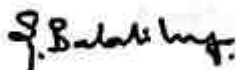
Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

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

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Date: 18/02/2019

Ref. No.: EbixCash/off/H/20-21/030

Name: Mr. Ashutosh Suresh Chavan

Address: Shahu nagar, Shrigonda, Dist- Ahmednagar, 413701, Maharashtra

Dear Mr. Ashutosh Chavan,

This has reference to our earlier interviews. We are pleased to offer you the position of "Key Account Manager" in our organization. A detailed Appointment Letter will be given to you on the date of joining:

1. Your appointment will be effective from 22/02/2019.
2. You will be on Probation for a minimum period of 5 months.
3. Your CTC will be Rs. 25000/- Per Month.
4. While in employment with EbixCash Global Services Private Limited., you will not
 - Work/engage/associate yourself with any business/trade/profession/employment/office-of-profit outside your company responsibilities.
 - Have a direct or indirect financial interest in or a financial relationship with a company competitor/supplier/customer.
 - Take part in any company business decision involving an organization that employs your spouse or family member.
 - Receive/accept any gift/commission/rebate/discount/profit, directly or indirectly, under any circumstances, from any person, company or firm having business relationship/transaction with the Company.
5. During probation period separation of service is subject to a notice of minimum 15 days for M0 to M3 Level and 30 days for M4 Level. Post confirmation separation of service is subject to a notice of minimum 30 days for M0 to M3 Level and 60 days for M4 Level.
6. The Company shall have the right to, take stringent action including severance of services with the Company, without giving due notice or salary/statutory compensation in lieu thereof, in an "Event of Breach", which shall include,
 - Fraud
 - Gross negligence
 - Breach of confidentiality
 - Refusal to discharge assigned duties
 - Absenteeism from work without authorization/intimation for more than 7 consecutive days

EbixCash Global Services Private Limited (Formerly known as AssureEdge Global Services Private Limited)

Registered Office : No. 80/1 B&LP Khata No. 272/88/1 Nagpur Ring 2nd stage, Haver-Solary Road,
Nagpur, Bangalore KA 560046
Regional Office : AssureEdge Global Services Pvt. Ltd. 1st Floor, Clay House, A35 MIDC, Street no 2,
Andheri E, Mumbai 400 083
T : +91-022-68381110 | W : www.ebixcashglobal.com

GIN : U73400KA1988 PTO001933

OFFER OF EMPLOYMENT

17-Jan-2019

Beldar Shaila Shantinath

A/P Kolli, Phaltan Tal: Phaltan Dist - Satara

Dear Beldar,

It was a pleasure meeting with you to discuss a career opportunity and we would like to make you an offer of employment with Suryoday Small Finance Bank ("the Bank"). You will be designated as **Acquisition Manager in Sales (Retail Liabilities)** in our organization, based initially at our **Viman Nagar** office, reporting to Cluster Manager or to any other official as decided by the company from time to time.

Your Initial Fixed Compensation on a Cost-To-Company basis will be **Rs. 19,167 Per Month i.e. Rs. 2,30,000 Per Annum** as per the structure in the attached Annexure A. There is currently no separate variable component and in the event the same is introduced, it would form part of the stated CTC. You will be eligible for the Bank's group Mediclaim benefit, after completion of 6 months in the organization.

You are required to submit copies of the following documents at the time of joining:

- **RESUME** - Copy of your updated resume
- **EDUCATION CERTIFICATES** - Certified Copies of all Degrees, Diplomas, Training, Etc
- **COLOUR PHOTOGRAPHS** - 3x3 Passport Sized **WHITE BACKGROUND ONLY**
- **PROOF OF IDENTITY** - Copy of PAN Card and Aadhar Card **MANDATORY**
- **PROOF OF PERMANENT ADDRESS** - Voter ID, Passport (if available)
- If previously employed
 - **RELIEVING LETTER** from your last employer
 - **LATEST SALARY SLIP** from your last employer
 - **FORM 16 or TAXABLE INCOME STATEMENT** duly certified by your last employer
 - **WORK EXPERIENCE CERTIFICATES** from All previous employers

The following are additionally required for all field employees:

- **DRIVING LICENSE** - Copy
- **VEHICLE RC BOOK** - Copy
- **DECLARATION** that you are authorised to use the vehicle, if not owned by you

As a token of your acceptance of our offer, you are requested to sign a copy of this letter indicating your joining date and return the same to us within three days beyond which date this offer stands automatically cancelled unless specifically agreed upon by us.

This offer is being made based on the information furnished by you with regard to your qualifications, experience, references, etc and is subject to background verification checks including but not limited to (a) your existing/previous employers, (b) educational institutions, (c) references, (d) police records, etc and with credit bureaus for credit history. By accepting this offer of employment, you are providing your consent to the Bank to carry out such background verification checks and to obtain your credit history from a credit bureau, directly or through a partner organization authorized by the Bank. In the event of any discrepancy found in the information furnished by you or any negative feedback received from the references provided or from the verifications conducted or from the credit bureau report, the Bank reserves the right to revoke this offer of employment and this offer shall automatically stand cancelled.

Letter of Offer*Strictly Private and Confidential*

04-Jan-2019

Mr. Prayot Shinde,
At Dhori Badak Post Boriandis Tal. Daund Dist. Pune-412202.

Dear Prayot Shinde,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as Gold Appraiser - Gold Loans at Senior Officer grade based at Pune. Your per annum fixed Cost To Company (CTC) (inclusive of all statutory payments) shall be Rs. 2,58,000/- p.a. (Two Lakhs Fifty Eight Thousand only). This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company.

All amounts payable to you are subject to deduction of Taxes, Cess, Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required.

Your date of joining will not be later than **07-Feb-2019**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface - "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time.

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Classification: Class B

India Infoline Finance Limited

Corporate Identity Number: U67120MH2004PLC147365

Corporate & Regd. Office: 12A-10, EBN Flats, Parkside Crescent, C-28 & 29, G Block, Sander Kulkarni Complex, Bandra (West), Mumbai-400 051

Tel: (91) 22-6738 1010 Fax: (91) 22-6738 1010 e-mail: hr@indiaonlinefinance.com website: www.iifinance.com

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081 India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7811

techmahindra.com
connect@techmahindra.com
Registered Office
Gateway Building, Apollo Bunder
Mumbai 400001 India
CIN L64299MH1995PLC041370

Date: 04-Dec-2019

734291/1548063/Permt

Fauzan Arif Syed
Living B Flat 1102,
Sapphire Phase 2, Opp Talab Factory,
Pune (MAH) - 411048
Phone No: 865561438

Subject - Offer of Appointment

Mr. Fauzan Arif Syed,

Our pleasure to welcome you to Tech Mahindra Limited.

With reference to our discussions, we are pleased to offer you appointment in our Organization as Sr. Software Engineer on U3 band, operating out of our PUNE office.

Your "Annual Total Cash Compensation" will be Rs. 630,000 (Indian Rupees Six Lakh Thirty Thousand). Please refer Annexure-A for details on the compensation and statutory deductions.

Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be shared with anyone nor divulged to anyone in any manner whatsoever.

Your employment with us will be governed by terms and conditions as specified in Annexure-B.

You are required to join on 17-Dec-2019 at the below mentioned location. The Offer stands withdrawn thereafter unless the date is extended and communicated to you in writing.

On the date of joining, you are requested to report to Chitrangda Parihar at 9:30 AM to complete the joining formalities at TECH MAHINDRA LTD, PLOT NO 01, RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE, SPECIAL ECONOMIC ZONE, PUNE-411057(MAHARASHTRA), INDIA. At the time of joining, you are expected to carry originals of the documents as per Annexure - D and submit the copies of the same to the HR Team.

Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Rashid Ahmed by 11-Dec-2019.





APPOINTMENT LETTER

14th January 2019

VRUSHALI PANDITRAO KHAIJE

Pune

Resume ID # 2140848

Dear VRUSHALI PANDITRAO,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of an **ASSOCIATE** on the following terms:

1. Place of Employment and Timing

- 1.1 Your initial place of work will be at Pune. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 1.2 You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits

- 2.1 Compensation: As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs-62500 (Sixty Two Thousand Five Hundred Rupees)**. Other allowances / reimbursements as due to you are detailed in Annexure II.
- 2.2 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 2.3 You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 2.4 Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses: The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves: You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term: Employment period shall commence on 14th January 2019 and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof.

As you will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by three months' notice by either party or three months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

Signature Office

Wipro Limited
Corporate Office
Salil Kumar Patil
Regional HRD
Pune

+91 20 2544 0000
+91 90 2844 0000
wipro@wipro.com
wipro.com
© 2019 Wipro Limited

Ref No: 220719

19 Dec 2022

Ramesh Kumar Reddy

Dear Ramesh Kumar,

With reference to the discussion that we had with you, we are pleased to offer you the role of **Product Executive - India** in Cognizant Technology Solutions India Private Limited ("Cognizant"). The pace of joining will be 15th Dec.

Your annual base compensation will be Rs. 7,75,000. The other details about your compensation is provided in Annexure 1. We would like to inform you that Cognizant has provided 3 months of paid leave to all employees, which would be applied to you as well.

Your compensation will be governed by the terms and conditions of employment provided in Annexure 2. You will also be governed by the rules, regulations and policies in regard to your job role. Things have been so long. Your compensation is highly confidential and if the word about, we may discuss it only with our Manager.

We request you to sign it on or before 22 Dec 2022.

Cognizant is happy that there is a mutual understanding to share and mutually we. You are required to be signed with the document 245, before 22nd Dec 2022 and provide the 245 with joining the organization. Please refer Annexure 3 for more details.

Please note:

- The employment is subject to satisfaction and mutual agreement.
- You will have Cognizant is valid for 3 months and from the date of offer, any extension to your validity shall be at the discretion of the company and shall be communicated to you in writing.
- This is continuing employment with Cognizant you will provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Thank you,

Global Head, Talent Acquisition

Please read the offer, understand and accept the above mentioned terms and conditions.

Sincerely,

Yours

Ref No: 13587773

14-Dec-2019

Renuka Sopan Pisal

Dear Renuka Sopan,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Data** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Pune**.

Your **Annual Total Compensation** will be **Rs.220,001**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before **13-Jan-2020**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bhatavdekar

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.


Signature :

Date:

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८ Form - 'F'

(See Rule #)

APPLICATION FOR INTIMATION

Application ID	101040822003	
Registration Certificate / Intimation Receipt No. नोंदणी प्रमाणक / यादती प्रमाणक	2031000313813362	
Division / विभाग	Pune	
District / जिल्हा	Pune	
Office Name	Office of the Deputy Commissioner of Labour Pune, Address: Pune District Bungalow No.5, Mumbai - Pune Road, Shivaji Nagar, Pune-411005.	

Name of the establishment / आस्थापनेचे नाव	RIS INTERNATIONAL RIS INTERNATIONAL		
Previous details of establishment / आस्थापनेची पूर्वीची सविस्तर माहिती	New Registration		
Postal address and situation of the Establishment / (आस्थापनेचा पत्ता)	SARTHI CO SOC, NR DHOB GHAT, PUNE (MUNICIPAL CORPORATION), PUNE CITY, PUNE, 411009	SARTHI CO SOC NR DHOB GHAT, पुणे (महानगरपालिका), पुणे शहर, पुणे, 411009	

Mobile / धनगणपती क्र.	8308795469
Email id / ई - मेल आय डी	EF564@mailinator.com

Date of commencement of business / व्यवसाय सुरू होण्याचा दिनांक	01/01/2020
---	------------

Nature of Business / व्यवसायाचे स्वरूप	TRADING	ट्रेडिंग
--	---------	----------

Whether establishment falls under public or private sector / आस्थापना सार्वजनिक क्षेत्रात येते की खाजगी क्षेत्रात येते	Private
--	---------

Total No. of Employee	Men	Women	Transgender	Total
	0	0	0	0

Name of the Employer / मालकाचे नाव	AYAZ ISHAK SHAIKH	AYAZ ISHAK SHAIKH
Residential Address of the employer / मालकाच्या निवासस्थानाचा पत्ता	PUNE CITY, PUNE, 411009	पुणे शहर, पुणे, 411009

Resident Since / रास्तव्य	2000
---------------------------	------

Status / Designation	PROPRIETOR
----------------------	------------

Mobile No	8308795469
-----------	------------

E-mail ID	ef564@mailinator.com
-----------	----------------------

Aadhar No	922967214983
-----------	--------------

Name of Manager / व्यवस्थापकाचे नाव	
-------------------------------------	--

Residential address of Manager / व्यवस्थापकाच्या निवासस्थानाचा पत्ता	
--	--

Contact No	
------------	--

Fax No	
--------	--

Email-ID / ई - मेल आय डी	
--------------------------	--

Aadhar No	
-----------	--

28.10.2019

Mr. Shubham Verma
Adarsh Nagar, Chapra Road,
Rajendra Path
Near Tuntun Babu Petro Pump,
Siwan
Bihar - 841 226.

Dear Mr. Shubham Verma,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an appointment as **Sales Technologist** in our Company in the **MA2 Grade**, on the following terms and conditions:

SALARY & PERKS

1. Basic Salary - Rs.10,000/- per month.
2. House Rent Allowance - Rs 5,000/- per month.
3. Conveyance Allowance - Rs.1,600/- per month.
4. Education Allowance - Rs.200/- per month.
5. MRF Corp Allowance - Rs.11,000/- per month.
6. Medical Allowance - Rs.625/- per month.
7. **Annual Payments :**
 - a) LTA Rs.11500/- once in a block of two calendar years. *
 - b) Bonus as applicable
 - * Will be reimbursed only after Confirmation on pro-rata basis.
8. **Other Perks:**
 - a) Conveyance/Mileage expenses on usage of your motorcycle/scooter for official work.
 - b) Group Medical Claim Insurance Coverage for self, spouse and dependent children.
To enable the company to cover your family, the details of any change in the family should be brought to our notice at the very earliest.
 - c) Coverage under Personal Accident Insurance for self.
9. **Retiral Benefits:**
 - a) Contributory Provident Fund @ 12% on the basic salary.
 - b) Gratuity as per company scheme.


Continued page 2.....

MRF CORP LIMITED
(wholly owned subsidiary of MRF Limited)
Tarapore Towers, V Floor,
826, Anna Salai, Chennai - 600002
☎: 044 - 28521033, CIN : U65929TN1985PLC012156
vapocure.ho@mrfmail.com | www.mrfpaints.com

सहायक दफतरे व आस्थापना (नोकरीचे व सेवावर्तीचे विनियमन) नियम, २०१८
Form - 'F'

धारा १०८ अ

APPLICATION FOR REGISTRATION

Registration No.	MSR0000000			
Registration Certificate / License No.	MSR0000000			
Business / Trade	Food			
Industry / Sector	Food			
Office Name	Office of the Deputy Commissioner of Labour, Pune, Address: Pune District, Maharashtra, 411001			
Name of the establishment / organization	SHIVMANTSHAH SNACK CENTER			
Previous details of establishment / organization (if any)				
Physical address and location of the establishment / (अवस्थान, पत्ता)	KADHIVHEL FOOD, KRISHNA UTTAMNIA BAZAR, SAMETI MANAJARI BUDRUK, MANAJARI, HAVELI, PUNE - 412307	समीक्षा करून घ्यावे व सर्वोत्तम ठिकाणी ठेवावे. पत्ता: ४१२३०७		
Mobile / Smartphone No.	9119434140			
Email ID / ई - मेल आय डी				
Date of commencement of business / व्यवसाय सुरू झाल्याचा दिनांक	08/04/2018			
Nature of business / व्यवसायाचे स्वरूप	SNACK CENTER	खानेपसण		
Whether establishment falls under public or private sector / व्यवसाय सरकारी किंवा खासगी क्षेत्रात येतो	Private			
Total No. of Employees	Men	Women	Transgender	Total
	5	1	0	6
Name of the Employer / मालक किंवा मालकीदार	ANSHAY PANDURANG GHULE		अनशय पंडुरंग घुले	
Residential Address of the employer / मालकाचा निवासस्थान पत्ता	MORE WASTI MANAJARI FARM MANAJARI BUDRUK, MANAJARI, HAVELI, PUNE - 412307		मोरे वास्ती, मालकी पस, मालकी घुले, मालकी, हवेली, पुणे - ४१२३०७	
Resident Since / संपन्न	10			
Status / Designation	OWNER			
Mobile No.	9119434140			
E-mail ID	anshayghule4@gmail.com			
Aadhar No.	380874059640			
Name of Manager / व्यवस्थापक किंवा व्यवस्थापक				
Residential address of Manager / व्यवस्थापकाचा निवासस्थान पत्ता				
Contact No.				
Fax No.				
Email ID / ई - मेल आय डी				
Aadhar No.				



REF/HR/APP/098

15th April, 2019

To,
Mr. Akshay Dilip Khamgal
Pune.

Letter of Appointment

Dear Akshay,

We are in the business of facility / Infrastructure Management services and render these services at the site of the clients. Such service would last during the period of each contract and subject to termination as provided in such contract. For each of our clients, we have to engage persons on a fixed term contract which will be co-terminus with our Contract / Agreement entered into with our client for whom the person is engaged to carry out the facility / infrastructure management service entrusted to our Company.

With reference to the discussions we had and based on the above premises, we are pleased to appoint you on "Fixed Term Contract" in our Company as Electrician with effect from "19th Jan, 2019" and presently you will be posted at our site office which is located at Sungard EON. Your gross salary will be Rs.13581/- p.m. The following are the terms and conditions of your employment -

1. **Probation & Termination:** You will be on probation for a period of three months from the date of your appointment, which period may be further extended at the discretion of the company for a further period of three months. During the probation period, your services are terminable, without assigning any reason, by giving one week's notice in writing, by either side, or by payment of one week's consolidated salary in lieu thereof.

A detailed salary break-up is enclosed herewith. Your salary will be credited to a bank account to be opened by you in either Kamataka Bank Ltd or Kotak Mahindra Bank Ltd, which you should open in your name and operate as per the Company Rules in this regard.

2. **Confirmation:** On satisfactory performance during the probationary period or any extension thereof, your appointment will be confirmed in writing at the discretion of the Company.

MAHALAXMI AUTOMOTIVES PVT. LTD.

Date: - 23-12-2019

Subject: - Offer letter

Dear Mr. Pritam Galekar,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected for the post of Accountant Executive for our Mumbai Phase II Division at Pune organization on the following terms and conditions.

You shall be entitled to the following salary / wages and allowance during the course of probation period.

(1) Basic	: 6800 P.M.
(2) HRA	: 2720 P.M.
(3) Conveyance Allowance	: 3740 P.M.
(4) Medical Allowance	: 3740 P.M.
Total Gross Salary	: 17000 P.M.

You shall be required to join your duties and report at our location at Model Colony outlet within 10 days. The appointment is given subject to the submission of all attested documents mentioned below.

1. Educational qualification
2. Residential proof
3. Identity Proof
4. Experience Certificates (if having experience in concerned field)
5. Identity size 4 Photographs
6. Salary certificate or pay slip of the last salary drawn
7. Present PF account No. if any
8. NOC / Clearance certificate / Relieving letter from the present employer
9. Medical Fitness certificate
10. Bank Account Details

Regards

Nilish Patel (HR)

Mahalaxmi Automotives Pvt. Ltd.



MDIndia Health Insurance
Private Limited, Plot No. 10, Sector 14, Gurgaon, Haryana
Registered Office: Plot No. 10, Sector 14, Gurgaon, Haryana

Date: 10/08/2018
Page: 01

Document Type: Insurance Policy

Insurance Policy

Dear Sir,

We are pleased to provide you with the policy of Health Insurance, effective from 10/08/2018, as per the terms and conditions of the policy.

1. Agreement

- Insured Person:** The insured person is a person of legal age, residing in India, who is employed by the Company. The insured person shall be covered under the policy for the period of 12 months from the date of issuance of the policy. The insured person shall be covered under the policy for the period of 12 months from the date of issuance of the policy.
- Co-payment:** After successful completion of the policy, you will be required to pay the co-payment of the policy premium and your share of the cost of the policy. You will be required to pay the co-payment of the policy premium and your share of the cost of the policy.
- Termination:** The policy shall be terminated if the insured person is found to be engaged in any illegal activity or if the insured person is found to be engaged in any illegal activity or if the insured person is found to be engaged in any illegal activity.
- Policy Period:** The policy shall be valid for the period of 12 months from the date of issuance of the policy. The policy shall be valid for the period of 12 months from the date of issuance of the policy.
- Assignment:** The insured person shall not be allowed to assign the policy to any other person. The insured person shall not be allowed to assign the policy to any other person.
- Assignment:** The insured person shall not be allowed to assign the policy to any other person. The insured person shall not be allowed to assign the policy to any other person.

2. Reimbursement: The insured person shall be entitled to reimbursement of the policy premium.

3. Standard Deductions and Benefits: The insured person shall be entitled to standard deductions and benefits as per the policy terms and conditions.

The details of the Standard Deductions & Benefits are as follows:

- Insurance Premium:** The insured person shall be entitled to reimbursement of the insurance premium as per the policy terms and conditions.
- Co-payment:** The insured person shall be required to pay the co-payment of the policy premium and your share of the cost of the policy.
- Assignment:** The insured person shall not be allowed to assign the policy to any other person. The insured person shall not be allowed to assign the policy to any other person.

MDIndia Health Insurance Private Limited
Gurgaon

MDIA Insurance No. 101

MDIndia Health Insurance TPA Private Limited

Company's Name: MDIndia Health Insurance TPA Private Limited

ISO 9001:2008 & 27001:2005

Customer Service Center
Tel: 0122-2222222
Fax: 0122-2222222
Email: customer@mdiahealth.com

Head Office
Plot No. 10, Sector 14, Gurgaon, Haryana
Phone: 0122-2222222
Website: www.mdiahealth.com

Customer Service Center
Tel: 0122-2222222
Fax: 0122-2222222
Email: customer@mdiahealth.com



TANDT INFRA LTD.

CIN - U45200PN2012PLC144883

T&T/OL/HR/November/2019

Date: 16/11/2019

To,
Anil Subhash Malhari
Katraj Gujarwadi phata
Jadhav Nagar,
Pune - 411046.

Offer Letter for Appointment

Dear Mr. Anil,

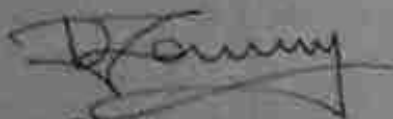
Congratulations! We are pleased to confirm that you have been selected for the post of Project Accountant at our organization. This is reference to your resume and the personal interview 15/11/2019. Your Monthly Gross Salary will be 30,000/-.

You are expected to join your duties at Head Office on 09/12/2019 at 9:30 AM. After induction your posting will be at Durgadi and reports to Mr. Gautam Ghatage. You have to sign bond for 2.5 years.

This offer letter is valid till 21/11/2019. On or before that please sign the enclosed copy of this letter and returns it to HR Dept. to indicate your acceptance of this offer.

Thanking you,

For, T and T Infra Ltd.


Director.

Candidate signature:

Date:





**Trinity Institute of Management and Research,
Pune**

**Placement Offer/Appointment Letters
(Batch 2018-20)**



FATEHI & ASSOCIATES

CHARTERED ACCOUNTANTS

Office No. 545, D-Wing, Citrus Center
7, Madhwa Road, Camp, Pune - 411004
Tel: 020-26111006
Email: info@fatehiassociates.com

Subject: Appointment for post of Executive- Accounts & Taxation

Dear Mr. Dawood Undiya

We are pleased to offer you, the above position of with us on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 1st August 2019.

2. Job Title

Your job title will be EXECUTIVE-ACCOUNTS & TAXATION & you will report to C.A BURHANUDDIN VADGAMWALA

3. Salary

Your salary and other benefits shall be Rs. 8000 Per month (all inclusive).

4. Place of posting

You will be posted at our Pune office in the state of Maharashtra.

5. Hours of Work

The normal working days are Monday to Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Firm. The normal working hours are from 10.00 AM to 7.00 PM

For, Fatehi & Associates
Firm Reg. No. 10284/P
Chartered Accountants

CA Shabbir Khalapurwala
Partner

M. No. 105759

PLACE: PUNE

DATE: 1st AUGUST 2019

Al Anwar Marketing Company

W-1336, Shreeing Garden, 1st Floor, New, Pune - 411004
T: 020-2614-1762/1892, 020-2614-1802/19
E: info@alawar.com, hr@alawar.com
W: www.alawar.com


Rosetta
THE RIGHT FLOOR

Date: 22nd July 2019

To
Hussain Kowala,
Kondhwa, MHM,
Pune - 411048

Offer Letter

Dear Mr. Hussain,

With reference to your application and the subsequent interviews, we are pleased to offer you the position of Sales Executive with Al Anwar Marketing Company.

Your total cost to company would be Rs. 236736/- per annum i.e. rupees two lakhs thirty seven thousand seven hundred and thirty six only. Please find salary structure attached in annexure I.

On joining the company you shall be on probation for six months. You will abide by the rules and regulation of the company as may be in force from time to time.

You are required to join us on 1st August, 2019, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

We congratulate you on your appointment and wish you a long and successful career with us.

For Al Anwar Marketing Company


Salja Ansari
HR Executive



FABUTECH

FABUTECH

OFFER/APPOINTMENT LETTER

Dear Shradha Zambare,

We are pleased to offer you a position as Consultant with Fabutech at Pune. We are sure that Fabutech will provide you with a satisfying and challenging work environment along with a successful growth path.

Your annual CTC will be Rs. 120,000/- (One Lakh twenty Thousand only).
Terms and Conditions that will affect your employment are contained in Exhibit A.

We look forward to a long and productive relationship with you. Please advise us of your decision at your earliest convenience and feel free to contact us with any questions that you may have. You are expected to accept this offer and join Fabutech on 16/09/2019.

Yours sincerely,
Farida Hundekari

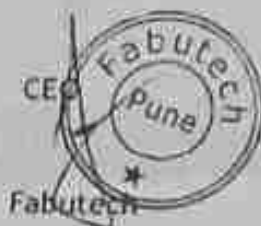


Exhibit A

TERMS AND CONDITIONS OF EMPLOYMENT

You are expected to devote your full business time, attention and energies to the performance of your duties with the Company. Your place of work will be Pune, India. Under the terms of this Agreement, and without the need to terminate the employment relationship, the Company may assign you additional task or to a new manager, modify or remove your assigned duties, or change the place of your employment without additional compensation to you.

You also hereby consent and agree to any amendments to these Terms and Conditions of Employment, as deemed necessary by Fabutech. You will, in addition to the terms and condition of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, modified or omitted by the Company. Statutory laws enacted by Central or State Government will also govern you or local authorities as may be applicable to you.

STRICTLY PRIVATE & CONFIDENTIAL

12 September, 2019

Yaman Jamne
B-4-85,
MCP Township,
Malanjkhanda,
Balaghat - Madhya Pradesh,
481001

Dear Mr. Yaman Jamne,

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

Based on our discussions, we are pleased to appoint you as **Senior Officer and Client Relationship Partner - Acquisition and Product Cross Sell Management** in YES BANK at **Amanora**. You will be expected to carry out duties appropriate to this appointment.

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

Compensation

Your Gross Annual Total Cost-to-Company will be ₹ 250000.00 (Rupees Two Lakh Fifty Thousand Only), paid on the last day of each month. The Break-up of your compensation is attached as Annexure I & II.

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

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

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



Neha Dule

Dear Neha

With ref. to our discussions and your interviews, we are pleased to offer you an appointment in our organization as 'Business Development Executive'. We strongly believe that this association would be mutually beneficial.

You are requested to join on 11th Nov, 2019 at our facility in Pune and offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.

As a condition to employment with the company, Employee is required to enter in to this written agreement in order to formalize the details of our employment discussions and understandings.

Please note that you would be on a probation period of 3 months. Leave policy of the Company will become applicable once the probation period ends.

At the time of joining your salary would be Rs. 2,16,000 p.a. CTC (Two Lakh Sixteen Thousand Only per annum CTC) and after 3 months of joining we would provide hike on current CTC based on performance.

Your office timings will be 9.30 AM – 6.30 PM. Sunday will be holiday along with all public holidays.

You are requested to report at 9.30 AM at our office to complete the joining formalities. At the time of joining, you are requested to submit copies of the Document in Annexure "A"

We welcome you to CNV Labs & Technologies Pvt. Ltd. and look forward to a mutually rewarding experience.

For CNV Labs & Technologies Pvt. Ltd.

Dheeren Padhy
(CEO)

CNV Labs & Technologies Pvt. Ltd.,

215 C-Wing, "Shree's Orbit" Mandi Road, Vafarwadi, Pune-411015, India

[T] +91 20 4862 5017 | 4862 5018 [W] www.cloudnxtvision.com / www.cloudnxtvision.com

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2013PTC236458

Website Channel : ESI, Tectapark - Special Economic Zone, Upper Ground Floor of Block A, No.32, Old Mahabulnagar Road, Kharadi Village and Panchayat, Thanebgaon Panchayat Area, Chavapet Taluk, Kharadipetam Dist, Chennai - 600 103, India

Website Channel : Module A.3, 2nd Floor, Tidel Park Cyberzone Limited (TPCL), Ch-6 Aerodrome Post, Coimbatore 641 014, India.

Website Pune 1 : Commeszone, Unit 421, 4th Floor in Building 2, Survey No. 144 & 145, Sakinaka Ashoka Park, Opposite to Airport Road, Vande, Pune - 411 008, India.

Registered Office : 801, Goldhurst, 96, Hattori Place, New Delhi - 110 018, India.

Date: June 4, 2019

Private & Confidential

Yash Suryakant Marne

Survey no 14, Deshmukh Chal, Pune-Solapur Road,
Hadapsar, Pune,
Pune,
Maharashtra,
India - 411028

Document ID - c575bf8c-adc3-4e03-b122-c8e2ebee7ea1

Dear Yash,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on June 6, 2019 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune, Incubation Center, Magarpatta SEZ.**
- Your annual compensation would be **Rs. 200000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically



UJIVAN SMALL FINANCE BANK

Date: 05th Oct 2020

Dear Abhishek Singh,

Subject: Your Appointment in the Bank's Service

Congratulations on your selection in Ujjivan Small Finance Bank!

Further to the selection process undertaken by the Bank for the position of Assistant Customer Relationship Manager, we are pleased to offer you appointment as Assistant Customer Relationship Manager, subject to the below mentioned terms and conditions apart from other Service Rules and conditions that are applicable or may become applicable from time to time:

Position Offered:	Assistant Customer Relationship Manager
Grade:	UJ1 - C
Compensation - Annual Fixed Pay (A)	₹ 450,000/-
Compensation - Target Variable Pay* (B)	₹ 50,000/-
Compensation - Cost to Company CTC (A+B)	₹ 5,00,000/-
Period of Probation (Months)	6 Months
Place of Initial Posting	Pune
Reporting to	Customer Relationship Manager
Date within which you should join the service of the Bank	02 nd November 2020

Target Variable Pay (TVP)*

For Sales Award earning rates, a maximum of up to 70% of yearly fixed pay will be paid every year based on performance. For Performance Bonus earning rates, TVP will be 10% of Total CTC. The performance bonus will be paid in three tranches, i.e. 33%, 33% and 33% on completion of 1st, 2nd and 3rd year at the time of Annual Bonus pay-out, based on performance.

The position offered is provisional, subject to:

- You fulfilling the terms and conditions specified in Annexures A, B, C, D (D applicable only for female recruits) forming part of this offer letter (the contents in the said Annexures shall be deemed to have been incorporated in this offer letter),
- You fulfilling all eligibility criteria applicable for the position,
- You being found medically fit,
- You submitting the particulars specified in Annexure C hereunder,
- (If you are currently in the employment of any organization):
 - You submitting proper relieving letter and no due certificate issued by the current employer, and
 - Your Universal Account Number ('UAN') with the Employees' Provident Fund Organisation compliant with Aadhaar particulars. If your existing UAN is not Aadhaar compliant and you shall not fall under the term Excluded Employee within the meaning of Employees' Provident Fund Scheme, 1952, you should make the UAN Aadhaar compliant before the date of joining.

On your date of joining, please report to Vinod Patil, Manager - Talent Acquisition at Regional Office, Ujjivan Small Finance Bank, 7th Floor, Almonte IT Park, Kharadi Bypass, Kharadi, Pune. Queries, if any, related to this offer letter may be addressed to Vinod Patil, Manager - Talent Acquisition at Regional Office, Ujjivan Small Finance Bank, 7th Floor, Almonte IT Park, Kharadi Bypass, Kharadi, Pune.

If, due to any reasons, you are unable to join the service of the Bank on or before the date mentioned above, the communication in writing stating such reasons should be served on the Bank at least 7 (Seven) working days prior to the scheduled date of joining mentioned above. In the absence of such communication, this offer letter will be treated as revoked on the date mentioned above.

If the terms and conditions contained herein are acceptable to you, please convey your unconditional acceptance by signing the duplicate copy of this offer letter and sending the same to the undersigned so as to reach him/her on or before 02nd November 2020. If we do not receive your unconditional acceptance within the above mentioned date, this offer letter will be treated as withdrawn.

Ujjivan Small Finance Bank Ltd.

Regional Office - Almonte IT Park, 7th Floor, Kharadi Bypass, Kharadi, Pune-411014

Tel: +91 20 41411171 Fax: +91 20 41411171

Head Office - Deep Garden, 3rd A Cross, 10th Floor, 4th Block, Hennuragalli, Bengaluru - 560 001

Tel: +91 80 67171711 Fax: +91 80 67171711

Registered Office - Plot No. 204/A, Marrow Road Village, Shadi Kamajia, Badli Post, New Delhi-110008

Tel: +91 11 69452111 Fax: +91 11 69452111

CTN: 180011800001800001 or www.ujjivanbank.in e-ujjivan@ujjivanbank.in



Date: 17th Sept 2019

Mr. Abhishek Kumar,

LETTER OF OFFER

Dear Abhishek,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of "PEARL Management Trainee- SLP" in our organization at a Cost to the Company of Rs. 4, 00,113/- (Four Lakhs one hundred and thirteen only).

Your employment commences from the date of your reporting, which will be in 18th May 2020. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL.

For Aditya Birla Fashion & Retail Ltd,

A handwritten signature in black ink, appearing to read "Ritika Chopra", with a small mark below it.

Ritika Chopra
Group Manager – Human Resources

Abhishek Kumar

*Please note that individual compensation is personal and confidential. Sharing this information with anyone within or outside the organisation, will be considered as violation of Group Values

Date : 12-Oct-2019
Name : Abhishek Lohkhande
Location : Maharashtra
Address : Plot no - B/937 New Tulangkhadi near hunuman mandir ramnagar nagpur-440010, Nagpur, Maharashtra - 440010

Dear Abhishek,

Subject: Offer letter of employment as Business Development Executive

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **14-Oct-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents:

- Copies of Educational Certificates
- Passport size photographs
- Last payslip received from the previous employer
- Clearance from previous employer
- Address Proof
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy)
- PF documents (Form 11 & Form 2)
- Reference sheet form
- Adherence to Anti Corruption Policy

The URL for the link is <https://careers.extramarks.com/index.php?ref=/a/f16/ODg/M/ET10TE>

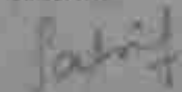
You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **14-Oct-2019**.

Accepted



Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph : +91-120-4175300

Date : 11-Oct-2019
Name : Anas Ansari
Location : Maharashtra,
Address : Chauri khas parsipur Bhadohi, Uttar Pradesh - 221402, Bhadohi, Uttar Pradesh - 221402

Dear Anas,

Subject: Offer letter of employment as **Business Development Executive**

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **14-Oct-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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- Last payslip received from the previous employer
- Clearance from previous employer
- Address Proof
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy)
- PF documents (Form 11 & Form 2)
- Reference sheet form
- Adherence to Anti Corruption Policy.

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You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **14-Oct-2019**.

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



Date: 11/03/2020

Dear Atul Gupta,

We are delighted to have you on board with LP Consultancy and look forward to your services in our company as Relationship Manager on retainer basis. This agreement sets out the terms and conditions of the appointment.

INTRODUCTION:

LP Consultancy is an international business intelligence, marketing and execution agency based in the UAE with presence in Mumbai, Bengaluru and Pune in India. By joining us you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest level of service and advice.

As a member of LP Consultancy team, we would ask for your commitment to deliver outstanding quality and results that exceeds expectations. In addition, we expect your personal accountability and responsibility in all actions, advice and results that you provide as a representative of LP Consultancy.

In return, we are committed to providing you with every opportunity to learn, grow and reach the best of your ability and potential. We are confident you will find this opportunity both challenging and rewarding.

SCOPE OF WORK:

During the initial year you would be put in varied roles and profiles and will have to serve for different projects. After completing a year, you would be assigned a specific role based on your performance.

You will be reporting to the respective Project Lead during the assignment.

BASIC TARGET:

The basic target for this agreement would be considered as 1 deal per month.

PERIOD OF AGREEMENT:

The assignment starts from the date of this agreement and will be valid for a period of 5 years unless terminated by either of the parties as per the termination clause of this agreement.

CONSIDERATION:

You will be paid a fixed professional fee of Rs. 300,000 per annum (Rs. 25,000 per month).

Above fees is subject to tax deduction at source (TDS) as per applicable laws from time to time. Currently, the TDS rate for professional fee is 10%. TDS so deducted by LP Consultancy can be claimed by you in your individual income tax return at the end of financial year as per existing income tax law.

TRANSFER:

Your services liable to be deputed or transferred to any other location within India or abroad or any new establishment/site as per Organization need at the sole discretion of the management.

TERMINATION:

This agreement may be terminated by either of the parties by giving a one-month notice in writing to the other party. However, the management of LP Consultancy reserves the right to terminate your service forthwith without assigning any reason thereof or any notice or any compensation, in following cases –

To:

Mayank Dixit

Work Location: Delhi NCR

Sub: EMPLOYMENT LETTER

We are pleased to welcome you to 'Kieraya Furnishing Solutions Pvt Ltd' as 'Trainee - BD Channel Sales'. We are eager to have you work with us and see your skills as a value addition to our company and our clients.

Your date of joining is **September 19, 2019**.

The following would be the terms of employment:

TERMS OF EMPLOYMENT

- You would be appointed as 'Trainee - BD Channel Sales' in the Company on the terms and conditions hereinafter contained.
- The trainee period is for six months. During the training period, you will be required to complete all duties and activities assigned to you.
- You will be confirmed as 'Executive - BD Channel Sales' post 6 months on the basis of your performance.
- The other terms of employment are set out in Annexure I of this Employment Letter and you would be referred to as an 'Employee'.

REMUNERATION & BENEFITS

- As full compensation for all the services, warranties, obligations and undertakings to the Company, you will be paid a salary of **Rs. 4,50,000 (Rupees Four Lakhs and Fifty Only) per annum**, the breakup of which is provided below plus reimbursements of upto **Rs. 48,000 (Rupees forty-Eight Thousand Only) per annum** being mobile and conveyance.
- Such payments shall be subject to normal statutory deductions by the Company.
- You will be eligible for appraisal process, post completion of One-year service with Furlenco.
- All reasonable expenses arising out of employment shall be reimbursed assuming the same have been authorized prior to being incurred and with the provision of appropriate receipts.
- You are entitled to health insurance coverage of upto **Rs. 5,00,000**, which is in addition to annual CTC. This is applicable for you and your family (spouse, 2 children and parents or parents-in-law).

Date : 12-Oct-2019

Name : Jayas gupta

Location : Maharashtra

Address : H.no.202 ,porwal sadan ,near khariya kua, borkhera ,Kota (Rajasthan) 324001 . Kota, Rajasthan - 324001

Dear Jayas,

Subject Offer letter of employment as **Business Development Executive**

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **14-Oct-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents:

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- Passport size photographs
- Last payslip received from the previous employer
- Clearance from previous employer
- Address Proof
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- PF documents (Form 11 & Form 2)
- Reference sheet form
- Adherence to Anti Corruption Policy

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You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **14-Oct-2019**.

Accepted

Ref: PUA/HRD/OFFER LETTER/2020
Date: 3rd February 2020

LETTER OF INTENT

Mr. Kunal Raju Singh
Pune

Subject: Offer Letter

Dear Kunal,

We refer to your participation at the CAMPUS PLACEMENT DRIVE held recently and are pleased to inform you that you have been selected for the post of "Management Trainee" at Assistant Manager grade for Sales & Marketing Department.

Your gross emoluments will be Rs. 6,14,424/- p.a (CTC) which includes Annual Performance Bonus of Rs. 1,00,000/- as per Annexure A & B. You will be issued a detailed appointment letter on your joining Purnartha.

As per the company policy you are required to clear NISM – Investment Adviser (Level 1) certification before you join the company. For ease of reference, we are sharing the link that will help you progress towards this certification: [<http://www.nism.ac.in/certification/index.php/niscertifications/investment-adviser/investment-adviser-level-1>]. The location of your job posting will be confirmed to you a month before your joining date. The Company may transfer you to any of the locations where they have branches based on business requirements.

On the day of your joining you are required to submit the following:

1. Relevant copies of Academic /Professional attainments and work experience, if any
2. Documentary evidence of Date of Birth, No Due Certificate and Relieving letter in case of prior work experience
3. Three passport sizes colored photographs.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such cases your services with the company will be liable to termination. If you agree to these terms, we would like you to join our company on or before April/July 2020.

The Salary Structure mentioned is for the Management Trainees who clears all the papers and submits the Course/Degree Completion Certificate as soon as the Summer 2020 exam results are declared. Any backlog will lead to change in grade and salary structure and possible revocation of this letter of intent.

Q:\FIN_27\AFC\H0001274_11\FIN_13_72200.PN-2011.PT-130902

Approved for Signature: _____

Date : 12-Oct-2019
Name : Martin Edward
Location : Maharashtra,
Address : Hno. 201, Near our lady church, Ghana, Khamaria, Jabalpur, M.P.-482005, Jabalpur, Madhya Pradesh - 482005

Dear Martin,

Subject: Offer letter of employment as **Business Development Executive**

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **14-Oct-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

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- PF documents (Form 11 & Form 2)
- Reference sheet form
- Adherence to Anti Corruption Policy

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You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

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We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **14-Oct-2019**.

Accepted

flavino

BONVILLE FOODS PVT LTD

OFFER LETTER

To,

Date: 27/01/2020

MAYUR ARUNRAO FULKAR

ADDRESS: PUNE, MAHARASHTRA

MOBILE: 989111202

E-MAIL: fulkarmayur5@gmail.com

SUBJECT: Offer to join Bonville Foods PVT LTD

Dear Mr. MAYUR,

It gives us immense pleasure to OFFER you as SALES OFFICER of our company. This decision came after your personal interview with our senior management team. Our senior management was highly impressed by your articulate behavior and past work experience.

You will be on the position of SO for our PUNE (HQ), MAHARASHTRA on a monthly compensation INR 20,000 (Twenty thousand). Apart from the monthly compensation you are also eligible for DA/TA, incentives and performance bonus which will be paid according to your job performance and sales review (as per Annexure A). We want you to join our company from the 27TH OF JAN 2020 and take control of the corporate sales.

Please send a signed copy of this letter to our company within 5 days of receipt as acceptance for your appointment as sales officer. In the event of non-receipt of the same within 5 days we would consider the job offer to have lapsed and subsequent consideration of your appointment subject to company HR rules as applicable.

We wish you all the best for your employment and hope to hear from you soon.

Yours truly,



ANNU SHARMA(HR ADMIN)
BONVILLE FOODS PVT LTD

(MAYUR ARUNRAO FULKAR)
(SALES OFFICER)

BONVILLE FOODS PVT. LTD.

FACTORY:

S-29/11, 7th Floor, Subhash Chandra Park, Khar, Mumbai-400 014

40, Harnamthi, Malabar Hill, Mumbai-400 033

CORPORATE OFFICE:

W-102B, 10th Floor, Tower, Gateway Road, Thane West, Maharashtra-400 074

Tel: +91-22-4002102/103/104/105/106/107/108/109/110/111/112/113/114/115/116/117/118/119/120/121/122/123/124/125/126/127/128/129/130/131/132/133/134/135/136/137/138/139/140/141/142/143/144/145/146/147/148/149/150/151/152/153/154/155/156/157/158/159/160/161/162/163/164/165/166/167/168/169/170/171/172/173/174/175/176/177/178/179/180/181/182/183/184/185/186/187/188/189/190/191/192/193/194/195/196/197/198/199/200/201/202/203/204/205/206/207/208/209/210/211/212/213/214/215/216/217/218/219/220/221/222/223/224/225/226/227/228/229/230/231/232/233/234/235/236/237/238/239/240/241/242/243/244/245/246/247/248/249/250/251/252/253/254/255/256/257/258/259/260/261/262/263/264/265/266/267/268/269/270/271/272/273/274/275/276/277/278/279/280/281/282/283/284/285/286/287/288/289/290/291/292/293/294/295/296/297/298/299/300/301/302/303/304/305/306/307/308/309/310/311/312/313/314/315/316/317/318/319/320/321/322/323/324/325/326/327/328/329/330/331/332/333/334/335/336/337/338/339/340/341/342/343/344/345/346/347/348/349/350/351/352/353/354/355/356/357/358/359/360/361/362/363/364/365/366/367/368/369/370/371/372/373/374/375/376/377/378/379/380/381/382/383/384/385/386/387/388/389/390/391/392/393/394/395/396/397/398/399/400/401/402/403/404/405/406/407/408/409/410/411/412/413/414/415/416/417/418/419/420/421/422/423/424/425/426/427/428/429/430/431/432/433/434/435/436/437/438/439/440/441/442/443/444/445/446/447/448/449/450/451/452/453/454/455/456/457/458/459/460/461/462/463/464/465/466/467/468/469/470/471/472/473/474/475/476/477/478/479/480/481/482/483/484/485/486/487/488/489/490/491/492/493/494/495/496/497/498/499/500/501/502/503/504/505/506/507/508/509/510/511/512/513/514/515/516/517/518/519/520/521/522/523/524/525/526/527/528/529/530/531/532/533/534/535/536/537/538/539/540/541/542/543/544/545/546/547/548/549/550/551/552/553/554/555/556/557/558/559/560/561/562/563/564/565/566/567/568/569/570/571/572/573/574/575/576/577/578/579/580/581/582/583/584/585/586/587/588/589/590/591/592/593/594/595/596/597/598/599/600/601/602/603/604/605/606/607/608/609/610/611/612/613/614/615/616/617/618/619/620/621/622/623/624/625/626/627/628/629/630/631/632/633/634/635/636/637/638/639/640/641/642/643/644/645/646/647/648/649/650/651/652/653/654/655/656/657/658/659/660/661/662/663/664/665/666/667/668/669/670/671/672/673/674/675/676/677/678/679/680/681/682/683/684/685/686/687/688/689/690/691/692/693/694/695/696/697/698/699/700/701/702/703/704/705/706/707/708/709/710/711/712/713/714/715/716/717/718/719/720/721/722/723/724/725/726/727/728/729/730/731/732/733/734/735/736/737/738/739/740/741/742/743/744/745/746/747/748/749/750/751/752/753/754/755/756/757/758/759/760/761/762/763/764/765/766/767/768/769/770/771/772/773/774/775/776/777/778/779/780/781/782/783/784/785/786/787/788/789/790/791/792/793/794/795/796/797/798/799/800/801/802/803/804/805/806/807/808/809/810/811/812/813/814/815/816/817/818/819/820/821/822/823/824/825/826/827/828/829/830/831/832/833/834/835/836/837/838/839/840/841/842/843/844/845/846/847/848/849/850/851/852/853/854/855/856/857/858/859/860/861/862/863/864/865/866/867/868/869/870/871/872/873/874/875/876/877/878/879/880/881/882/883/884/885/886/887/888/889/890/891/892/893/894/895/896/897/898/899/900/901/902/903/904/905/906/907/908/909/910/911/912/913/914/915/916/917/918/919/920/921/922/923/924/925/926/927/928/929/930/931/932/933/934/935/936/937/938/939/940/941/942/943/944/945/946/947/948/949/950/951/952/953/954/955/956/957/958/959/960/961/962/963/964/965/966/967/968/969/970/971/972/973/974/975/976/977/978/979/980/981/982/983/984/985/986/987/988/989/990/991/992/993/994/995/996/997/998/999/1000/1001/1002/1003/1004/1005/1006/1007/1008/1009/1010/1011/1012/1013/1014/1015/1016/1017/1018/1019/1020/1021/1022/1023/1024/1025/1026/1027/1028/1029/1030/1031/1032/1033/1034/1035/1036/1037/1038/1039/1040/1041/1042/1043/1044/1045/1046/1047/1048/1049/1050/1051/1052/1053/1054/1055/1056/1057/1058/1059/1060/1061/1062/1063/1064/1065/1066/1067/1068/1069/1070/1071/1072/1073/1074/1075/1076/1077/1078/1079/1080/1081/1082/1083/1084/1085/1086/1087/1088/1089/1090/1091/1092/1093/1094/1095/1096/1097/1098/1099/1100/1101/1102/1103/1104/1105/1106/1107/1108/1109/1110/1111/1112/1113/1114/1115/1116/1117/1118/1119/1120/1121/1122/1123/1124/1125/1126/1127/1128/1129/1130/1131/1132/1133/1134/1135/1136/1137/1138/1139/1140/1141/1142/1143/1144/1145/1146/1147/1148/1149/1150/1151/1152/1153/1154/1155/1156/1157/1158/1159/1160/1161/1162/1163/1164/1165/1166/1167/1168/1169/1170/1171/1172/1173/1174/1175/1176/1177/1178/1179/1180/1181/1182/1183/1184/1185/1186/1187/1188/1189/1190/1191/1192/1193/1194/1195/1196/1197/1198/1199/1200/1201/1202/1203/1204/1205/1206/1207/1208/1209/1210/1211/1212/1213/1214/1215/1216/1217/1218/1219/1220/1221/1222/1223/1224/1225/1226/1227/1228/1229/1230/1231/1232/1233/1234/1235/1236/1237/1238/1239/1240/1241/1242/1243/1244/1245/1246/1247/1248/1249/1250/1251/1252/1253/1254/1255/1256/1257/1258/1259/1260/1261/1262/1263/1264/1265/1266/1267/1268/1269/1270/1271/1272/1273/1274/1275/1276/1277/1278/12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Offer Letter

Dear Mohd. Abuzai

Many Congratulations!

After a rigorous process of selection we are pleased to offer you an employment opportunity with us.

We would like to invite you to join the team as **Senior Executive - Sales** based in **Bangalore** on **11-Jan-2020**.

You are entitled to a compensation of **INR 8,00,000** per annum. The details of your compensation are outlined in the Annexure.

This offer is valid up to a period of 1 week from the date of issuance. The offer stands withdrawn automatically if your written acceptance does not reach us by then. Upon acceptance, you are required to sign the company's confidential and intellectual property rights agreement as a prerequisite of acceptance of this offer. Compensation changes will be effective as per the prevalent Compensation policy with HomeLane.

We will await your acceptance at the earliest.

Team HomeLane looks forward to welcome you on board and have you as a part of the HomeLane family!

Sincerely,

For HOMEVISTA DECOR AND FURNISHINGS PVT LTD



Kalpana Swaminathan

Vice President - Human Resources



January 31, 2020

Mr. Nikhil Jain
S/O Sharad Jain Badvale
Bairuji ke Pass Talab Pada
Baran Mdg
Rajasthan - 325205

Letter of Offer

Dear Nikhil,

Congratulations and welcome to Page Industries Limited!

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the post of Sales Trainee.

You will be head quartered at Bangalore.

Your remuneration and other terms and conditions of your employment have already been discussed and accepted by you. A detailed letter of appointment will be issued to you once you join the organization.

This offer is valid subject to verification of the credentials and employment history furnished by you.

You are requested to join on or before May 02, 2020.

We once again welcome you to Page family and wish you a bright career with us.

For Page Industries Ltd.,

Minor Ganesan
Senior Vice President - Human Resources, CSR & Admin

OFFER LETTER

21st November' 2019

Dear Mr. Akansha Pramodkumar Singh Thakur,

Further to our discussion with you, we are pleased to invite you to work with us as
Sr. Associate – Sales.

Your annual compensation cost to company will be **Rs. 3,38,400/- all inclusive (Rs. Three Lakhs Thirty Eight Thousand Four Hundred only all inclusive).**

You will be initially located at **Pune**; however, the company shall have the right, at its sole discretion, to transfer at any time, your services to any of its affiliates/associate companies or to post you at any other place in India.

Validity of this offer is subject to your joining us on or before **22nd November' 19.**

Please send us your acceptance by **21nd November 2019.** Non acceptance till the stipulated date shall make this offer redundant automatically.

We look forward to have you as part of our team!

From 360 Realtors LLP



Bandana Kaul

Human Resource

Ref. No: MP/OL/19-20

Date: 29/01/2020

Offer Letter

Dear Ms. B Indu,

Mindpool Technologies Ltd. is pleased to offer you the position of "HR Contractor – Operations". You will be appointed at the client location. Please note that the Offer is conditional upon receipt of a satisfactory Background Check.

The CTC (Cost to Company) being offered to you for this position is Rs. 31250 Per Month. Please find annexure-1 on page-2 for CTC Break-up.

You will be provided with the Appointment Letter at the time of your joining with all the details in regard to your employment.

Date of Joining on: 05/02/2020

Base Location: Pune

Work Location: ZS Associates Pvt Ltd
World Trade Centre, Tower 3,
Kharadi, Pune-411014,
Maharashtra, India.

Contract End: 6 Months

Please submit the following documents on or before the joining date. Without all the joining documents, Appointment can't be considered.

1. Appointment Letter (if experienced employee)
2. Relieving & Experience Letter (if experienced employee)
3. Last 3 salary slips & Form 16 (if experienced employee)
4. Cancelled Cheque (your existing Bank details for salary transfer)
5. 10th Class Marksheet
6. 12th Class Marksheet
7. Diploma/Degree Certificate
8. PAN Card (For Salary it is must)
9. Aadhaar Card (For PF it is must)
10. Passport Size Photo (2 Copies)
11. Address Proof (Light Bill / Passport / Voter ID / Driving License etc)

Mindpool Technologies Limited

Regd. Office A-301, 3rd Floor, Delta-1 Building, Giga Space IT Park, Viman Nagar, Pune, Maharashtra – 411014. (INDIA)
E-Mail: info@mindpooltech.com www.mindpooltech.com

Pooja Pandit
Mumbai

March 3, 2020

Dear Pooja,

We are pleased to offer you the position of "Management Trainee - Sales" at Perpetuuiti Technosoft Services Pvt. Ltd joining date being **April 4, 2020**. Attached are the specific terms and conditions of our offer. Please read these important details carefully, including your benefits and compensation.

The other terms and conditions of the offer are as follows:

1. Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join.
2. Your posting will be based in Mumbai. However, your services are transferable and you may be assigned to any office of Perpetuuiti, a subsidiary, or associate company. In such cases, you will be governed by the policies of that location.
3. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).
4. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
5. You may be required to travel on Company work and you will be reimbursed expenses as per Company's travel policy.

Ref No: HPSLD/T/O/19-20/0135

Dated: 15th Oct 2019

To,
Prachi Singh,
276/2 Lukerganj,
Prayagraj.

Sub: Offer letter for the position of Customer Safety Consultant

Dear Prachi,

We are pleased to offer you the position of Customer Safety Consultant at HPS Lab Designs Private Limited (HPSLDPL).

About HPS Lab Designs:

HPSLDPL was started with the vision to innovate and bring technology that will impact millions of lives by routing generated wealth into villages of this country and run sustainable growth opportunity for 80%+ countrymen. We are innovating products that impact the masses and Ajjas is one such product. Focused on building solutions around automobile, human safety and internet of things, we aim to become one of a kind safety solution for automobile drivers and provide comprehensive real-time tracking and management services. HPSLDPL is committed to work towards improving human lives by blending technology with day-to-day working of society.

We are capable to bring positive change in the lives of people, globally. For starters, keeping that larger welfare of people in mind, we want to get recognized as a privately held company that's bringing meaningful change in hundreds of villages in the country. In near future, we would want to work in the field of education, agriculture, and water.

Our Culture

We offer a great collaborative work culture and flat organization structure. As a team, we want to work with very creative minds, who would want to challenge personal boundaries and go all out to improve self and society using technology as one of the tools. This is an opportunity to be a part of a high caliber team and to significantly contribute your ideas and influence growth of the company. What you will not find here is the formal management structures and tightly defined guidelines for performing in your role. What you will find is a free-hand approach to help you achieve your goals, and authority that is commensurate with responsibility.

Offer herein is an indicative of company's intent and is subject to your confirmation in agreement.

Dear Prateek Mudgal

Friday, January 17, 2020

With reference to your application and subsequent interviews you had with us, we are pleased to **"Offer"** you the position of **Neev Management Trainee -Sales** in Global Consumer Products Private Limited ("the Company") on the following terms and conditions.

- 1. Date of Joining:** On or before 3rd February '2020
- 2. Posting/Location:** You would be required to undergo training and perform your job responsibilities at such locations as the Company may desire from time to time. You will be required to undertake extensive travelling in the market.
- 3. Your annual gross CTC (including the Performance Linked Variable Remuneration)** shall be as per Annexure 1.
- 4. You will be on probation for a period of twelve (12) months from the date of your joining.** During the probationary period if your performance is not found satisfactory, your appointment may be terminated by the Company by giving one month's written notice or payment of salary in lieu thereof. The probation can be extended by the Company at its absolute discretion. The confirmation will take effect only upon issuance of a formal letter of confirmation by the Company to you.
- 5. In the event you choose to leave the Company any time after your Date of Joining, the Company reserves the right to impose on you and you hereby agree to pay the Company if imposed, the following amount as penalty so as to compensate the Company for the expenditure incurred by it for imparting training to you during the employment.**

Date of Leaving	Amount payable to Company (In INR)
Any day after the Date of Joining but on or before completing 12 months	1,00,000
Any day after completing 12 months but on or before completing 24 months	50,000
Any day after completing 24 months	Nil

If you wish to leave the Company after completing 24 months, you will be required to serve at least one (1) month's written notice to the Company or pay salary in lieu thereof. In the event you resign from the Company on or before completing 12 months of service, any and all payments already made by the Company to you towards notice period buyout, joining bonus, pre-joining travel, relocation travel, lodging and boarding cost, transportation of household goods, housing & accommodation and one time children schooling will be recovered in full.

- 6. You will be under non-compete obligation during the term of employment and for a period of 12 months thereafter.**
- 7. Your appointment is subject to your being found medically fit by a physician/doctor designated by the Company and replies to the references and verification of details given in your Application form being found satisfactory.**
- 8. You hereby consent to the Company for verifying all the information you have provided to the Company in the Application Form for such legitimate purpose and in the manner provided thereunder. You also agree to execute as a condition of employment or a condition of continued employment any additional written authorization necessary for the Company to obtain access to and copies of records pertaining to the information provided under the Application Form or your resume or any documents provided thereto.**
- 9. Leave:** You shall be eligible for leaves as per the Company's policy which will be shared at the time of joining.
- 10. You shall not pledge the Company's credit and / or make representations unless you are specifically and duly authorized in that respect.**

To,

Premanshu Tiwari

PAN: BJUPT8164J

Pune

Dear Premanshu,

Subject: Appointment as Business Development Executive

With reference to your interview on 09-Aug-2019, we are pleased to appoint you as **Business Development Executive** on the terms and conditions as follows:

- a) Your joining date: **19-Aug-2019**
- b) **Compensation:**

Annual salary package: **4 lacs**

Monthly Fixed Salary	Rs. 25,000 p.m.
BYOD laptop allowance	Rs. 500 p.m.
Conveyance and other allowance for customer visit	At actual
Annual performance bonus	Rs. 25,000 p.a.

You will be eligible for the Sales Incentives upto 10,000 p.m. after completion of 2 months with the company.

1. For the first six months with the Company, a notice of Two months in writing will be required to be given by you before the employment can be terminated.
2. After completing six months with the company, a notice of One month in writing will be required to be given by you before the employment can be terminated. The Company may, in exceptional cases, terminate the employment by giving one month of notice or a salary as compensation in lieu of the notice period.
3. You are required to maintain total confidentiality as regards your compensation details and you should not disclose the same to anybody.
4. This appointment offer is made for work at our office in Pune. However your services are liable to be transferred to the Company's branch offices, or at customers' office at any other location.

Date : 11-Oct-2019
Name : Priya Gupta
Location : Maharashtra
Address : House no 49 Church road Nazim Ali lane Ranchi Jharkhand 834001, Ranchi, Jharkhand - 834001

Dear Priya,

Subject: Offer letter of employment as **Business Development Executive**

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **14-Oct-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy)
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is <https://careers.extramarks.com/index/filldetail/refId/NTQ0MDgxNzg=>

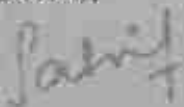
You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate the offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,



HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **14-Oct-2019**.

Accepted

December, 02nd 2019

Location: Gurgaon

Dear Mr./Ms. Rohit Kumar,

Further to our meetings and discussions, we are extremely pleased to offer you the position of a "Associate Consultant" with Axiom Landbase Pvt. Ltd. Your employment will commence on or before January, 04th 2020 or such other date as may be mutually agreed. Your principle place of appointment and base location, at all points of time during your employment with Axiom Landbase, shall be Commerce @ First Floor, Edmonton Mall The Bristol Hotel, Gurugram, Haryana.

You will be paid an annual compensation of ₹.6, 32, 217/- (INR Six Lakh(s) Thirty Two Thousand Two Hundred & Seventeen Only). The break-up of the compensation structure will be as per the attached salary sheet.

Your offer of employment will be subject to the terms and conditions (the "Terms and Conditions") of employment and to satisfactory completion of reference and background checks. This offer letter and the Terms and Conditions together constitute the employment contract between Axiom Landbase and you.

Notwithstanding your principle place of appointment and base location being the Axiom Office, you may be deputed or seconded from time to time, to client locations or premises of Axiom Landbase affiliates across the country where you will be required to work on specific assignments. During the entirety of the Deputation you will always continue to be governed by the Terms and Conditions and the Company's Employee Handbook, in addition to any other condition that the client may propose in conjunction with the Company. You will report back to the base office on completion of your deputation or sooner, if the management of the Company decides so at its own sole discretion.

We extend a very warm welcome into the Axiom family, and look forward to a long and mutually rewarding association.

Wishing you all the best,

For Axiom Landbase Pvt. Ltd.,

Sd/-

Abhishek Sen
Head - Human Resources

Acknowledged and accepted:

Offer Letter

Dear Roopal Verma,

Many Congratulations!

After a rigorous process of selection we are pleased to offer you an employment opportunity with us.

We would like to invite you to join the team as **Senior Executive - Sales** based in **Bangalore** on **11-Jan-2020**.

You are entitled to a compensation of **INR 8,00,000** per annum. The details of your compensation are outlined in the Annexure.

This offer is valid up to a period of 1 week from the date of issuance. The offer stands withdrawn automatically if your written acceptance does not reach us by then. Upon acceptance, you are required to sign the company's confidential and intellectual property rights agreement as a prerequisite of acceptance of this offer. Compensation changes will be effective as per the prevalent Compensation policy with HomeLane.

We will await your acceptance at the earliest.

Team HomeLane looks forward to welcome you on board and have you as a part of the HomeLane family!

Sincerely,

For HOMEVISTA DECOR AND FURNISHINGS PVT LTD



Kalpana Swaminathan

Vice President - Human Resources



TATA AIG Insurance Company Limited
Tata AIG Insurance Company Limited
Tata AIG Insurance Company Limited
Tata AIG Insurance Company Limited
Tata AIG Insurance Company Limited

November 2, 2020

Mr. Sayak Sarda
304, Pravin Residency, Patel Nagar, Badli,
Khurd Road,
Badli,
Near Karnataka Bank,
Pune - 411021

Dear Mr. Sayak Sarda,

Sub: Letter of Appointment

We are pleased to appoint you in our organization as **Channel Sales Manager** in **Agency Health** department at **Band 1** for **Kolkata** location. You are required to join us latest by **November 04, 2020**.

This appointment is subject to:

1. You will be entitled to the following remuneration and benefits:
 - a) Basic salary of Rs. 10500/- per month.
 - b) House Rent Allowance of Rs. 525/- per month.
 - c) Statutory Bonus of Rs. 1000/- per month.
 - d) Flexi Allowance Plan (FAP) of Rs. 10670/- per month.
 - e) You, your spouse and up to two dependent children will be covered under the Hospitalization Insurance Plan for any medical treatment requiring hospitalization, as per Company rules.
 - f) Employee's contribution to Provident Fund @ 12% of basic salary will be deducted from your salary. Employer's contribution @ 12% of basic salary will be paid by the Company.
 - g) You will also be entitled for Gratuity in accordance with the Payment of Gratuity Act, 1972.
2. You will be eligible for performance bonus / incentives as per the Company's policy.
3. Payment of any performance pay or any discretionary bonus / Ex-gratia is not obligatory and shall be paid solely and exclusively at the option, choice and discretion of the Company. Such discretionary payments towards performance pay / Bonus/ Ex Gratia shall be paid only if you are employed as a permanent employee on the employment rolls of the Company on the date such performance pay / Bonus/ Ex Gratia shall be payable. Such payments shall also not be payable nor shall the Company be liable for any such payment in the event you have resigned and are serving the notice period post resignation in the Company.
4. All the above mentioned remuneration & benefits will be taxable as per prevalent Income Tax laws.
5. Normal office hours are from 0900 hours to 1800 hours Monday through Friday including break hours. The working hours/ days may differ for certain roles and functions depending upon the nature of the job. Because of frequent contact with overseas offices and compliance with various deadlines it will be necessary from time to time to report for work earlier and/or to work later, all as required.

Sayak Sarda

Prasenjeet Siddharth Chahande,
Mumbai

27th Jan, 2020

Dear Prasenjeet,

We are pleased to offer you a position of Asset Manager with "PLUTUS FINRESEARCH PRIVATE LIMITED". This offer of employment is for a regular, full-time position based in Mumbai.

Please note that the terms of employment detailed in this document and annexure are confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Compensation

Salary/Benefits: Your annual total earning potential will be INR. 4,00,000 - (INR Four Lakhs Only).

Break-up of salary is attached in Annexure - A.

During the term of your employment, you will be eligible to participate in all of the Company's employee benefit programs available to employees at your position. Subject to applicable law, the Company reserves the right to terminate, or substitute another scheme(s)/program for the benefits due at its sole and absolute discretion.

2. Terms and Conditions of Employment

Your employment with us will be governed by the specific terms and conditions referred to in Annexure - B.

3. Commencement of Employment

You are required to commence employment on or before 01st Feb, 2021. This offer is not valid beyond the said date unless the date is extended by the Company and communicated to you in writing.

4. Document Submission Requirement

You are requested to report on your date of commencement of employment (as mentioned in clause 3 above) to complete the joining formalities. At the time of joining, you are requested to submit the documents as per Annexure - C.

5. Employment Invention Assignment, Non-competition and Confidentiality Agreement

You will be required to execute and be bound by an Employment Invention Assignment, Non-competition and Confidentiality Agreement given to you as in Annexure - D. The Employment Invention Assignment Agreement shall be an integral part of and coexist with this Employment Agreement.

6. Work Permit and Background Check

Notwithstanding anything stated herein, the parties hereto agree and acknowledge that offer of employment made under this agreement is subject to the following conditions:

STRICTLY PRIVATE & CONFIDENTIAL
PREPARED FOR: Shaquib Ahmed
CBRE South Asia Pvt. Ltd.

CBRE

7th Floor, DLF Square
M Block, Jangpanda Marg
DLF City Phase II, Gurgaon 122 002
T 91 124 485 9700
F 91 124 256 2519

CIN : U74140DL1999PTC300244
www.dftgdnbhar.com

Date: 06-Nov-19

www.cbre.co.in

EMPLOYMENT TERMS AND CONDITIONS

We welcome you to CBRE South Asia Pvt. Ltd. The terms and conditions of your appointment are as follows:

EMPLOYER: CBRE South Asia Pvt. Ltd. (hereafter "The Company")
EMPLOYEE: Shaquib Ahmed
Viii-196B, Khizirpur Ali Nagar,
Po - Zamania, Dist. Ghazipur, U.P.- 232329

COMMENCEMENT OF EMPLOYMENT: Your employment will commence on **07-Nov-19**
Your employment is contingent on the results of a background check which may include reference checks, medical checkup and verification of education and work history. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with the Company may be subject to immediate termination, at the discretion of the Company

PROBATION: Your employment will be subject to a probation period of six months from your date of joining. Your employment will stand confirmed after the period of probation is over unless until CBRE South Asia Pvt. Ltd. extends the period of probation and informs the same to you in writing

JOB TITLE: You will be employed as **Associate** in **BKGE-Residential Services** based at **Pune**

CTC: Your CTC (Cost to Company) will be Rs. 33,333/- per month (break-up details mentioned in Annexure 1) which is inclusive of all benefits, perquisites & statutory contributions by the Company under PF Act, payable in arrears on the last day of the month. Your CTC will normally be reviewed annually by the Company. In conducting such review, the Company will take into account both market factors and your job performance and may, at its sole discretion, make any necessary adjustments to your emoluments. You will be notified in writing of any changes to your emoluments. For client site based roles the work timings and days will be governed by the client's requirements and will be a 6 day working week, unless advised otherwise by the client.





Extramarks Education India Private Limited

D-180, Sector-83, Noida, U.P. - 201301, India

Ph : +91-120-4175300

Date : 11-Oct-2019
Name : Shaquib Sohail
Location : Maharashtra
Address : Mumbai, Mumbai, Maharashtra - 416511

Dear Shaquib,

Subject : Offer letter of employment as **Business Development Executive**

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **14-Oct-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents:

- Copies of Educational Certificates
- Passport size photographs
- Last payslip received from the previous employer
- Clearance from previous employer
- Address Proof
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy)
- PF documents (Form 11 & Form 2)
- Reference sheet form
- Adherence to Anti Corruption Policy

The URL for the link is: <https://careers.extramarks.com/index/filldetailrefId/OTc2NzI0NzI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on-board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **14-Oct-2019**.

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.

Ph : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com



Tata Steel Limited
Tata Steel House, 100, A. B. Road, C. C. Nagar,
Chennai - 600 021
T. No. 044-23440000
Fax No. 044-23440001
www.tatasteel.com

October 27, 2020

Mrs. Shree Telrandhe
Paramika Abhaya C (103)
Crystal Honda Showroom
Bardhaman,
Pin - 411021

Dear Mrs. Shree Telrandhe,

Sub: Letter of Appointment

We are pleased to appoint you in our organization as **Channel Sales Manager** in **Agency Health** department at **Band 1** for **Pune** location. You are required to join us latest by **October 28, 2020**.

This appointment is subject to:

1. You will be entitled to the following remuneration and benefits:
 - a) Basic salary of Rs. 10500/- per month
 - b) House Rent Allowance of Rs. 525/- per month
 - c) Statutory Bonus of Rs. 1000/- per month
 - d) Flexi Allowance Plan (FAP) of Rs. 10070/- per month
 - e) You, your spouse and up to two dependent children will be covered under the Hospitalization Insurance Plan for any medical treatment requiring hospitalization, as per Company rules.
 - f) Employee's contribution to Provident Fund @12% of basic salary will be deducted from your salary. Employer's contribution @12% of basic salary will be paid by the Company.
 - g) You will also be entitled for Gratuity in accordance with the Payment of Gratuity Act, 1972.
2. You will be eligible for performance bonus / incentives as per the Company's policy
3. Payment of any performance pay or any discretionary bonus / Ex-gratia is not obligatory and shall be paid solely and exclusively at the option, choice and discretion of the Company. Such discretionary payments towards performance pay / Bonus/ Ex Gratia shall be paid only if you are employed as a permanent employee in the employment rolls of the Company on the date such performance pay / Bonus/ Ex Gratia shall be payable. Such payments shall also not be payable nor shall the Company be liable for any such payment in the event you have resigned and are serving the notice period post resignation in the Company.
4. All the above mentioned remuneration & benefits will be taxable as per prevalent Income Tax laws.
5. Normal office hours are from 0900 hours to 1800 hours Monday through Friday, including break hours. The working hours/ days may differ for certain roles and functions depending upon the nature of the job. Because of frequent contact with overseas offices and compliance with various deadlines it will be necessary from time to time to report for work earlier and/or to work later, all as required.



Date : 12-Oct-2019
Name : Swapnali Gawas
Location : Maharashtra,
Address : A.P. Patye, Sasoli, Tal. Dodamarg, Dist. Sindhudurg, Maharashtra-416511, Mumbai, Maharashtra - 416511

Dear Swapnali,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **14-Oct-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof (PAN Card/Driving License/Voter ID/Passport Copy).
- PE documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is:

<https://careers.extramarks.com/index/filldetail/refId/NTEsNzO2MTI=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **14-Oct-2019**.

Ref: HR/CONF/13/2017-2018

Date: April 10, 2017

Ashraf Kadam

Emp. No: 4504

Role: Member

Function: Sales & Marketing

Sub: Confirmation of services

Dear Ashraf,

This refers to the appointment letter issued to you dated September 28, 2016. Pursuant to your satisfactory performance during the probation period, we are pleased to confirm your services in the Company effective March 26, 2017.

Your employment will be governed by the terms mentioned in your appointment letter and the Company's HR Policy which is subject to any changes from time to time.

We welcome you to the Company and sincerely hope that you will appreciate the above posture and reciprocate the same by continuing to give your full cooperation and efficient performance at work for further success and growth of the Company.

Please sign a duplicate copy of this letter as an acknowledgment of your acceptance.

We wish you all the very best in your career with PARI.

Yours sincerely,

For Precision Automation and Robotics India Limited



Dr. Uday Bhosale

Head - Human Capital & Employee Relations

महाराष्ट्र दुकाने व आस्थापना (नोकरीचे व सेवाशर्तीचे विनियमन) नियम, २०१८

नमुना "ग"
(नियम ९ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद केलेल्या तपशीलासह या कार्यालयास दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	१९३१०००३१३०६३४९०								
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०३४७०६३१९०३								
३.	आस्थापनेचे नाव	:	नागराज ट्रेडर्स NAGRAJ TRADERS								
४.	व्यवसायाची एकूण संख्या	:	९								
			<table> <tr> <th>पुरुष</th><th>स्त्री</th><th>इतर</th><th>एकूण</th></tr> <tr> <td>९</td><td>०</td><td>०</td><td>९</td></tr> </table>	पुरुष	स्त्री	इतर	एकूण	९	०	०	९
पुरुष	स्त्री	इतर	एकूण								
९	०	०	९								
५.	अ) मालकाचे नाव	:	निलराज परमाळे NILRAJ PARMALE								
	ब) आस्थापनेचा पत्ता	:	एम. नं. १७/११/१, उरुळी देवाची फाटा, हळपसर, उरुळी देवाची, उरुळी देवाची, उरुळी देवाची, हवेली, पुणे, ४१२३०८								
६.	<p>सदरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोच पावती असून व्यवसाय अथवा व्यवसायाची जागा अस्तित्त्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी आवश्यक असणारी सर्वोचित सक्षम प्राधिकारी यांच्याकडील पूर्त / पक्षात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्वस्वी जबाबदारी मालकाची राहिल.</p> <p>ही पोच पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनार्थ कोणत्याही कायद्यान्वित ग्राह्य घरता येणार नाही.</p>										
७.	व्यवसायाचे स्वरूप	:	WHOLESALE TRADING								
८.	पुढील नावीन्यी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:									

टीप : सदरची पोच पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही.

दिनांक : ३०-०४-२०१९

ठिकाण : पुणे

कार्यालयाचा पत्ता : Office of the Deputy Commissioner of Labour, Pune, Address- Pune District Bungalow No.५, Mumbai - Pune Road, Shivajinagar, Pune-४११००५

अर्जाचा आय.डी. क्रमांक	प्रदान केलेले सेवा मूल्य (रुपये)
१०३४७०६३१९०३	२३.६०

DREAM RED

To
Adm S. Lankar
Postbox Office
Bh No-1/2
Bhagwa Chowk
Kandhwa Bh
Phone-412044

Date: 29/05/2016


Dear Mr. Adm Lankar

Subject: Engagement Letter

With reference to our discussion you had with us, We are Pleasure to appoint you as Sales and Marketing Executive with our company at Bhagwa 1st Floor, Kandhwa Bhad Office.
As discussed you will be paid Rs 35000/- Per Month with additional travelling allowance as per company policy.

You are requested to join our Kandhwa office by 23rd Oct 2016, 10:00 AM.

For Dream Red


Gaurav Kumar
Proprietor

For
DREAM RED MATTHEWS

DREAM RED

Bh No-1/2, Bhad Bhad
Bhagwa Chowk, Bhad Bhad Bhad
Phone-412044

महाराष्ट्र सुकाय व आस्थापना (नोकरीचे व सेवागोष्ठीचे विनियमन) नियम, १९८०
नमुना "ग"
(नियम २ पहा)

सूचना दिल्याबाबत पावती



अर्जदाराने नमुना फ द्वारा व्यवसाय सुरु केल्याबाबतची सूचना खाली नमूद कोलेल्या तपशील दिलेली आहे. त्याचा तपशील पुढीलप्रमाणे:

१.	पावती क्रमांक	:	२१२०८००३१५२३१८६७						
२.	अर्जाचा (सूचनापत्राचा) आयडी क्रमांक	:	१०४२०५६०२१०३						
३.	आस्थापनेचे नाव	:	कोलते जेड सन्स KOLTE AND SONS						
४.	कामगारांची एकूण संख्या	:	५						
			<table border="1"><tr><th>पुरुष</th><th>स्त्री</th><th>इतर</th></tr><tr><td>५</td><td>०</td><td>०</td></tr></table>	पुरुष	स्त्री	इतर	५	०	०
पुरुष	स्त्री	इतर							
५	०	०							
५.	अ) मालकाचे नाव	:	आकाश रवींद्र कोलते AKASH RAVINDRA KOLTE						
	ब) आस्थापनेचा पत्ता	:	कोळी वाडा, वाघोडे खुर्द, वाघोडे खुर्द, ता. वाघोडे, ज. जळगाव, ४२५५०२						
६.	<p>सादरची पावती ही केवळ अर्जदाराने त्याचा व्यवसाय सुरु केल्याबद्दल कार्यालयास पाठविलेल्या सूचना पत्राची पोष पावती आहे. ही व्यवसाय अथवा व्यवसायाची जागा अस्तित्वात असल्याबद्दलचा पुरावा नाही. व्यवसायासाठी व व्यवसायाच्या जागेसाठी कोणताही असणारी संबंधित सक्षम प्राधिकारी यांच्याकडील पूर्व / पश्चात परवानगी, अनुज्ञप्ती, परवाना धारण करण्याची सर्विली आहे. सादरची मालकाची राहिल.</p> <p>ही पोष पावती व्यवसायाच्या जागेचा मालकी हक्क किंवा मालमतेचा मालकी हक्क किंवा ताबा या प्रयोजनासाठी कोणताही कार्यालयातर्गत ग्राह्य धरता येणार नाही.</p>								
७.	व्यवसायाचे स्वरूप	:	BANANA SUPPLIER						
८.	पुढील नोंदणी प्रमाणपत्राचा क्रमांक व दिनांक, लागू असल्यास	:							

टीप : सादरची पोष पावती संगणकीय प्रणालीद्वारे तयार करण्यात आलेली असल्याने त्यावर स्वाक्षरीची आवश्यकता नाही. सादरची पोष पावती ही अर्जदाराने सादर केलेल्या स्वयंघोषणापत्र आणि स्वयंसाक्षात्कीत अभिलेखाद्वारे पडताळणी न करता देण्यात आलेले आहे. सादर पोषपावती ही १० पेक्षा कमी कामगार असलेल्या आस्थापनांना नोंदणी घालल्या ऐवजी देण्यात येते. त्यांना नमुना - ब मध्ये नोंदणी प्रमाणपत्र अनुज्ञेय होत नाही.

दिनांक : १०-०४-२०२१

ठिकाण : Jalgaon

कार्यालयाचा पत्ता : Shop Inspector Office, Bhusawal, Address- Bhusawal Municipal Council Building, Bhusawal, District- Jalgaon

अर्जाचा क्र. वी. क्रमांक	प्रमाण केलेली सेवा शुल्क (रुपये)
१०४२०५६०२१०३	२१.६०

Ref: PIA/HR/OUTREACH LETTER/2020

Date: 3rd February, 2020

LETTER OF INTENT

Mr. Kunal Palidar

Pune

Subject: Offer letter

Dear Kunal,

We refer to your participation at the CAMPUS PLACEMENT DRIVE held recently and are pleased to inform you that you have been selected for the post of "Management Trainee" at Assistant Manager grade for Sales & Marketing Department.

Your gross emoluments will be Rs. 4,14,424/- p.a. (CTC) which includes Annual Performance Bonus of Rs 1,00,000/- as per Annexure A & B. You will be issued a detailed appointment letter on your joining Purnartha.

As per the company policy you are required to clear NISM – Investment Adviser Level 1 certification before you join the company. For ease of reference, we are sharing the link that will help you progress towards this certification. <http://www.nism.ac.in/certification/index.php/certification/investment-adviser/investment-adviser-level-1> (The location of your job posting will be confirmed to you a month before your joining date. The Company may transfer you to any of the locations where they have branches based on business requirements).

On the day of your joining you are required to submit the following

1. Relevant copies of Academic/Professional attainments and work experience, if any.
2. Documentary evidence of Date of Birth, No Due Certificate and Relieving letter in case of prior work experience.
3. Three passport sizes colored photographs.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such cases your services with the company will be liable to termination. If you agree to these terms, we would like you to join our company on or before April/July 2020.

The salary structure mentioned is for the Management Trainees who clears all the papers and submits the Course/Degree Completion Certificate as soon as the Summer 2020 exam results are declared. Any backlog will lead to change in grade and salary structure and possible revocation of this letter of intent.

Yours faithfully,




17 October, 2020

To,
Pankaj Aggarwal
Noida

Subject: Letter of Employment

Dear Pankaj,

We are very pleased to offer you employment with us as **Business Development Executive**, with effect from **03 November, 2020**. You will be subject to the detailed terms that are mentioned in this letter of employment. You will also be governed by the policies, rules and regulations of the Company, as may be amended and modified from time to time.

Accordingly, please sign and return a copy of this letter of appointment together with the attached Annexure "A" which is the assignment of Trademarks and IPRs to the Company, declare your interests in Annexure "B" and sign off the non-disclosure undertaking which is enclosed as Annexure "C". Please initial each page of this letter.

We thank you in advance for your attention and cooperation in completing and returning these documents, as soon as possible. Upon your signature and return to us, this letter of employment will be treated as an employment agreement between you and us, and the terms and conditions of this letter of employment shall govern your employment with us.

It is a pleasure to welcome you as a member of our company. We are confident that your employment with us will prove mutually beneficial and rewarding, and we look forward to having you join us.

The following terms will govern your employment agreement with us:

1. COMMENCEMENT DATE

Your appointment as Company's full time employee shall be effective from the date of your joining which shall be on or before **03 November, 2020**. It may be noted that if you do not report for work on or before the date specified above, it shall be deemed that you are not interested in joining the Company and this letter of Employment shall stand automatically withdrawn with effect from one week of the said date.

2. REMUNERATION

Your total gross salary will be as per Annexure "D".

3. PROBATION

You will be on probation for a period of 3 months from this date of joining. On completion of probation period, your services will be deemed confirmed unless after an evaluation of your performance, you receive a communication from the Company in writing extending your probation period or terminating your services.



Home Interior Design E-Commerce Private Limited
Regd. Address: 3rd Floor, Auris Business Park, Outer Ring Road,
Gurgaon, Bengaluru, Karnataka 560093
91-80864 70700 | www.thepink.com | 02200000000000000000

Sep 24, 2018



Quess

Offer ID: 1902990

Virajbhappa Ravindra Rao Khambar
8270 P. M. C. Colony, Rajendra Nagar, New Delhi
Pin: 110030
MAHARASHTRA India

Dear Virajbhappa Ravindra Rao Khambar,

On behalf of MAGNA INFOTECH (A Division of Quess Corp Limited) (hereinafter referred to as the Company), I am very pleased to offer you a position of Process Associate in the company. Your joining date will be Sep 24, 2018.

On the first day of the employment, please report to:

Andoex BPO Pvt. Ltd.
Andoex Place
Reporting Time: 8:30 AM


You will be paid a annual salary (CTC) of Rs. 3,00,000. Your salary composition and other details are listed in the Employment Agreement enclosed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

MAGNA INFOTECH (A Division of Quess Corp Limited)
Attn: HR S.R. Infotech Complex, No 5-4-2, The Green Park Main Road,
S. G. Palya, D.R. College Post, Koonangula, Bangalore - 560 029

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact me.

Sincerely,


Approved By: Tripti Thakur
VERTICAL DELIVERY HEAD
tripti.thakur@magna.in

Created By: Thirumannagari Sahithi
Consultant - Recruitment
sahithi.thakur@magna.in

Date: 09/07/2017

To,

Mr. Amit Vishnu Kharade,

Pune.

Subject: Joining Letter for the position of "Executive".

Dear Amit,

As per the subsequent interview you had with us, we are pleased to joining you as
"Executive" in our Organization on the following terms and conditions:

Terms and Conditions:

1. SALARY

Your Salary per month would be as follows:
Net Salary is Rs. 12477/- per month.

2. JOB DESCRIPTION

During the tenure of your service you will be required to work at 110/115 Building No. 144/145, Samrat Ashok Path, Off Airport Road, Kharwada, Pune-411006. You will follow all instructions given by any of the Officers/Executives of the Client diligently, without any hesitation and discharge them to the full satisfaction of the client.

3. DATE OF JOINING

Your date of joining is 10th July 2017.

Please sign and return to the undersigned the duplicate of this letter as token of acceptance of the above terms and conditions and in confirmation of your acceptance.

We welcome you in the organization.

Thanking You,

Yours faithfully,

For CLR Facility Services Pvt. Ltd.


Authorized Signatory

CLR Facility Services Pvt. Ltd.

A-3, 1st floor, Minar Apartments, C.P. No. 12, 1st Floor, 31, Law College Road, Ind. Nagar, Pune-411004
Website: www.clrfacilityservices.com Phone: 020-26122221-22, 26122222-23, 26122223-24, 26122224-25
GSTIN: 27AALR0000000000

Date: 16th April 2018

PERSONAL AND CONFIDENTIAL

To,

Ms. Komal Runwal

Subject: Offer Letter

Dear Komal

We are happy to offer you a position in the role **Business Analyst** in our organization Just Engineering Pvt Ltd.

The terms of this offer are below as follows:

- 1) **Position:** Business Analyst
- 2) **Place of posting:** Shivajinagar, Deccan, Pune – India
- 3) **Remuneration:** INR 2,28,000/- (Rupees Two Lakhs and Twenty- Eight Thousand Only) annually on 'Cost to Company'.

The employee will receive salary, and all other benefits forming part of her remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. Salary shall be paid monthly. Employee is eligible to get 24 days total leaves during a whole Year (year starts from your joining date) and 10 public holidays.

- 4) **Date of Joining:** 17th April 2018

Working Hours:

- a) Monday to Saturday (8.30 am to 5.00 pm)
- b) Weekly Off: Sunday
- c) Notice Period: 3 months
- d) Minimum Service Period: 24 Months from date of joining

- 5) **Probation period:** You will be on probation for the period of 6 months from the date of joining and your confirmation will be subject to your performance during the probation period. Confirmation in writing will be communicated to you upon completion of probation period. Just Engineering has a policy of merit increases that depend on performance on the job.
- 6) **Rules & Regulations:** You will be governed by the Service Rules and Regulations of the Company in force and as amended from time to time.

✓ Return us a duplicate copy of this letter as a token of your acceptance.

Please find enclosed details of Documentation as required at the time of joining the organisation.

- 1) Photocopies of all educational certificates (X, XII, Graduation and Post-Graduation).
- 2) Photocopies of all Technical certifications if any.
- 3) Photocopies of all relieving orders, appointment letters from past employers.

Ref : PHI /HRM/08-18/001

Date: 03rd August 2018

To,
Mr. Niket Dhumal
(Employee No. 5124)

Sub. : Confirmation regarding Company employment

Dear Mr. Niket Dhumal

This is to confirm that you have joined Phi Audiocom Systems Pvt. Ltd., Bhosari, Pune 411026 on 01st September 2015. As you are company permanent employee, you are enjoying benefits such as CPF and bonus from the company as per standard terms of employment.

At present you are handling the responsibility of Sales Engineer. This involves understanding Customer requirements, making offers and securing orders from Customers.

After joining the Company, you have made very good progress. The Company Management recognizes your contribution in the Company's growth over the period of years. We are confident that you will contribute to Company's growth in future.

Thanking you and wishing you success.

Yours truly,
For Phi Audiocom Systems Pvt. Ltd.

S.M. Kulkarni

S.M. Kulkarni
Director Operations



Work Add.& Regd Office : 'AUDIOCOM HOUSE', C - 10, 11(13A), BG BLOCK, MIDC -
BHOSARI, PUNE 411026 (Maharashtra) CIN: U 29999 PN 2001 PTC 16111
Tel. : 020 - 67306700 Fax : 020 - 67306730 E-mail : namaskar@phiaudiocom.net
web : www.phiaudiocom.in



74774/West/WCR020:Pune Circle_PUN/AXISB/HR/REC
10-Jan-2021

Mr. Latesh Kolte
Ta Raver, Waghoda
Kh. Jalgaon, Maharashtra, India 425502
7620592396

LETTER OF APPOINTMENT

Dear Latesh Kolte,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR 1,70,568.00, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.

BOMBAY

CREATIVE DISPLAY SOLUTIONS PVT. LTD.

• BAKERY & SWEETS • DISPLAY COUNTER • REFRIGERATION EQUIPMENTS • WATER COOLER
• STAINLESS STEEL • HOTEL KITCHEN EQUIPMENTS • BEND GLASS MANUFACTURER

Corporate Office & Factory: ① Sh. No. 27, Flat No. 17, Beshani Ind. Estate, Opp. Safe Box, Kordhwa (Bk.), PUNE - 48 ② Office: 7776021086 / 9822046276, 8805202544
③ sales@bombaysteel equipments.com ④ www.bombaysteel equipments.com

APPOINTMENT LETTER (STRICTLY CONFIDENTIAL)

Date: 11/04/2018

To: Suhail Syed

Address: Pune

From: Bombay Steel

With reference to your application and subsequent interview conducted with you, we are pleased to offer you the position of **Purchase Executive with Bombay Creative Display Solution Pvt. Ltd.** on the terms and conditions mentioned in this letter.

1. Appointment:

You will commence your services on 5th April 2018.

2. Job Location:

Your place of work will be in our registered office in Pune. You may be required to work in other locations apart from time to time. In addition, you may be required to work on the premises of our customers, suppliers, clients or associates situated in India and abroad. The Company reserves the right to transfer your services to any other location at any time without notice, and you will not have any grievance regarding the same.

3. Probation Period:

Your employment will be subject to a six (6) months' Probation Period ("Probation Period"). Subject to your performance and conduct being satisfactory to the objectives, your employment will continue beyond the probationary period in accordance with these terms and conditions as stated herein.

BCDSPL

Version: 1.0 | Revision No: 0 | Date of Issue: 02/04/2018 | Prepared By: [Signature]

Employee Joining Report

Name (Full)

MOTINI BALASAMB NIMBALKAR

Designation

ASSISTANT - ADMIN

Education
Qualification

BSC-Chemistry.

Date of Joining

01-02-2016

Mobile no.

7745881299

Address

Current:
Laxminagar, Somaji, Kondhwa Bk(Pune).

E-mail ID

Passport no.

PAN

Salary CTC p.a.

9000/-

Aadhar no.

338720436319

Driving Lic.

Bank Name

AXIS BANK

Bank Branch

Bank A/c no.

917010019447326

IFSC Code

Special Benefit
included in
above CTC

PF, ESIC.

Duty Chart
attached?

☐ YES

☐ NO

CV Attached?

☒ YES

☐ NO

Name of Authorized Person

Interview Reference

MD

Friend.

Date

Place / Site / Office Name

01-02-2016

KONDHWA BK (PUNE)



EMPLOYEE SIGN

Miss. Shradha Mishra
Gokul Nagar,
Katraj Kondhwa Road,
Pune - 411046 (Maharashtra)

Sub: Offer of Probationary Appointment

Dear Miss. Shradha Mishra

With reference to your application dated 25th Aug. 2015 and the subsequent interview you had with us, we are pleased to appoint you in the employment with us on the following terms and conditions:

You are appointed as **Team Leader**. You will serve in such other capacity as we may require from time to time.

You will join on or before 02nd Nov 2020 and not later than **7 days** from the receipt of the Letter of appointment. In case you fail to join the service as above it will be presumed that you are not interested in joining the services of the employer.

1. You shall be required to work at our **Pune** establishment.
2. You shall be on probation for a period of six months with effect from your date of joining, your probationary period may be extended by such further period as the employer may in its discretion determine. You shall be deemed to continue in probation until letter of confirmation is given in writing.
3. Your monthly emoluments will be as under:

(a) Basic	= 10500/-
(b) HRA	= 4000/-
(c) Conveyance Allowance	= 3500/-
(d) Special Allowance	= 0.00/-

**All the above emoluments should be reduced to the extent of absence without leave or leave without pay*

** It is further clarified that HRA, Conveyance and Special Allowance shall not be reckoned for the purpose of contribution to the Provident Fund*

4. Your employment shall also be governed by the terms and conditions as mentioned in the appendix I.

We look forward to your joining our Team for a long, Professional and successful association.

Page 1 of 4

Miss. Bhavna Mishra
Gokul Nagar,
Katraj Kondawa Road,
Pune - 411046 (Maharashtra)

Sub: Offer of Probationary Appointment

Dear Miss. Bhavna Mishra

With reference to your application dated 25th Aug. 2015 and the subsequent interview you had with us, we are pleased to appoint you in the employment with us on the following terms and conditions:

You are appointed as **Team Leader**. You will serve in such other capacity as we may require from time to time.

You will join on or before 02nd Nov 2020 and not later than **7 days** from the receipt of the Letter of appointment. In case you fail to join the service as above it will be presumed that you are not interested in joining the services of the employer.

1. You shall be required to work at our **Pune** establishment.
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**All the above emoluments should be reduced to the extent of absence without leave or leave without pay*

** It is further clarified that HRA, Conveyance and Special Allowance shall not be reckoned for the purpose of contribution to the Provident Fund*

4. Your employment shall also be governed by the terms and conditions as mentioned in the appendix I.

We look forward to your joining our Team for a long, Professional and successful association.

Date: 01.09.2017

MISS. PRATIKSHA SHEDAGE,
SR NO-20, VIDYANAGAR,
KATRAJ KONDHAWA ROAD,
PUNE-411046

APPOINTMENT LETTER

Dear Miss. Pratiksha Shedage,

With reference to your application and subsequent interview you had with us, we are pleased to offer you employment in Road Safety Automations Private Limited as Account at Pune on the following terms and conditions:

1. Your compensation shall be Rs.12,000.00 (Twelve thousand) gross per month. Statutory deductions will be done from this amount if governing rules mandate so.
2. You will be a whole-time employee of the company and shall not engage yourself directly or indirectly, in any other work either paid or in the honorary capacity outside.
3. Major components of your Job Description are provided below. However, the company may revise it at any point in time with written communication to you:
 - a) Post and process journal entries to ensure all business transactions are recorded.
 - b) Update accounts receivable and issue invoices.
 - c) Update accounts payable and perform reconciliations.
 - d) Assist in the processing of balance sheets, income statements and other financial statements according to legal and company accounting and financial guidelines.
 - e) Assist with reviewing of expenses, payroll records etc. as assigned.
 - f) Update financial data in databases to ensure that information will be accurate and immediately available when needed.
 - g) Prepare and submit weekly/monthly reports.
4. You will be on probation for a period of six (6) months, which may be extended at the discretion of the Management, if it considers necessary, by a period of three months at a time. Your services shall not be confirmed unless & until it is not given in writing by the management.
5. During the probation period your services will be liable to termination by either side after giving 15 days notice except in the case of physical or mental incapacity.



Search



VERITAS

August 28, 2013

Statement of Employment for Mr Mahesh G Nayak

To Whom It May Concern:

This letter is to confirm that Mr Mahesh G Nayak is a Full time employee of Veritas Software Technologies India Pvt Ltd hired on February 12, 2007 and is currently a Mgr, Technical Support. The employee's length of service may include time with acquired companies

Please note, this statement is issued on the employee's request.

In accordance with our normal practice, this statement is given without acceptance of any liability on the part of Veritas Software Technologies India Pvt Ltd. It is not our practice to comment further in employment statements.

Sincerely,

Leucadia Milly Sandeep
Director - India HR and Business Partner
Veritas Software Technologies India Private Limited