



**STUDENTS PLACEMENT
ORDER
2022-2023**





11/Jan/2023
Mayur Kailas Suryawanshi
JKTOLAFD20385
Team member
Baner
Karnataka

Dear Mayur Kailas Suryawanshi,

OFFER CUM APPOINTMENT LETTER

Further to your application and subsequent discussion for employment with us, we are pleased to appoint you as **Team member** effective **11/Jan/2023** to 31/May/2023 on the following terms & conditions.

1. POSTING

We would like you to join the services on immediate basis and your initial posting will be at **Baner**.

2. DUTIES

- You shall devote your time, attention and ability towards company and shall perform such duties and exercise assigned to you from time to time by the management. You shall also comply with orders, directions, and regulations as laid by the management.
- Your Services are liable to be transferred/ deputed part or whole time to any company, section, subsidiary or associated concern.
- You are required to be flexible and to undertake all duties associated with your role. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Management decision in this regard would stand final and abiding.

3. CONFIDENTIAL INFORMATION

- Any information you obtain from time to time regarding processes, methods, client information, business practice, etc., should be treated as being of the utmost confidential.

4. SERVICE RULES, DISCIPLINE and GRIVENCES

- During your employment with us, you will not be associated yourself with such activities, as in the opinion of the Management will be harmful or detrimental to the interest of the company.
- You will be abide the rules and regulations, which are in force and also by any additions and/or the amendments that may be brought into force thereto and rule governing business conduct and secrecy as decided from time to time by the Management.

JARI KART PRIVATE LIMITED

Registered Office: # 1 Asharaya, 1st Cross, 5th Floor, Kariobanahalli, Nagasandra Post,
Bangalore - 560073; Email id: info@jarikart.com; Contact @ 080-43729091




Director

**Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.**



- It is understood that this employment is being offered to you on the basis of particulars submitted by you in Application of Employment. However, if any time it should emerge that the details provided by you are false/ incorrect, or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated immediately without notice after giving you an opportunity, in accordance with the disciplinary action against you for the same.
- Nothing contained herein constitutes a guarantee of employment. Your performance shall be subject to the appraisal by the company. Company reserves the right to terminate your employment on grounds of performance not being upto expected standards.

5. PERIOD OF SERVICES and NOTICE PERIOD PAY.

- During the period of engagement your services can be terminated by either side by giving 15Days or 15Days pay in lieu thereof at company direction.
- In case of notice pay take over, the same will be recovered if you leave the company before completion of the notice period. You are bound to abide by and adhere to the policies, rules, and regulations enforced by the Company from time to time including but not limited to Code of Conduct, Discipline, Business Ethics and Contract of employment. Such policies, rules and regulations may be subjected to alternation and amendment from time to time at the sole discretion of the Company and you shall be covered under them. Please note that upon your acceptance of this offer, this appointment letter shall supersede all prior, oral or written agreements, commitments, understanding or communications either formally or informally, in regards to the subject matter. Any variations of the above terms and conditions will not be valid until expressly made in writing by the company.

For Surya Groups of Consultancy

DECLARATION: I have been explained/ read/understood/ the above terms & conditions and agree to abide by them.



Signature and Date




Director

**Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.**

JARI KART PRIVATE LIMITED

Registered Office: # 1 Asharaya, 1st Cross, SLN Enclave, Kariobanahalli, Nagasandra Post,
Bangalore – 560073: Email id: info@jarikart.com: Contact @ 080-43729091



April 08TH 2023

OFFER LETTER

Dear Arati Funde

Vinosha Portfolio Private Limited is pleased to offer you an opportunity as a **HR Recruiter**. This position is located in Noida, Uttar Pradesh.

For this position your major duties will include:

- 1) Recruitment.
- 2) Sourcing candidates.
- 3) Screening resumes matching the requirements.
- 4) Opening their SALARY account.
- 5) Communicating employer information and benefits during screening process.
- 6) Serving as a liaison with area employment agencies, colleges, and industry associations.

The position we are offering you is that of **HR Recruiter** at a monthly salary of **INR 13,000 per month** with an **annual cost to company INR 1,56,000**. This position reports to **Team Manager, TRISHA**

Background Checks:

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and this offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer / or terminate employment at any time.

To accept this offer, please sign and return one copy of this letter and retain the other copy for your records. We request you to keep this offer letter confidential. In case you do not return the accepted and signed copy of the offer letter within 7 working days the offer may stand withdrawn.

Vinosha Portfolio Pvt. Ltd.
C-56A/13, Unity Tech Park,
Sec – 62, Noida - 201309
Gautam Budh Nagar, UP

Tel & Fax :+918010124040
Mail: info@vinoshaportfolio.com
Facebook: [facebook.com/vigpl](https://www.facebook.com/vigpl)
Twitter: @vigpl

Website :
www.vinoshaportfolio.com




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

**Date of Joining:**

You are requested to join us on or before **08th APRIL ,2023 .**

Probation:

You shall be on probation for a minimum period of 3 months from your date of joining. Based on satisfactory performance, you will be considered for confirmation in the services of the company.

1) **Recruitment** : An HR recruiter needs to hire 3-4 BDE on daily basis and share the daily report to get their presence marked and the incentive that we are providing is on target basis.

2) **Performance Evaluation:**

- The performance of the candidate will be evaluated on the basis of active candidates.
- Your initial target will be 35-40 active candidates to justify the salary, if the target is over achieved you will get performance bonus, in case if you are not able to achieve your initial target in that case you will get salary as per number of active candidate, falling below the belt of 40 percent you will not be entitled with salary reward.

Team Vinosha Portfolio Private Limited welcomes you aboard and wishes you a very happy association with us. We wish this association is mutually fruitful and growth oriented.

Vinosha Portfolio Pvt. Ltd.
C-56A/13, Unity Tech Park,
Sec – 62, Noida - 201309
Gautam Budh Nagar, UP

Tel & Fax :+918010124040
Mail: info@vinoshaportfolio.com
Facebook: [facebook.com/vigpl](https://www.facebook.com/vigpl)
Twitter: @vigpl

Website :
www.vinoshaportfolio.com




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



Kindly submit the following documents (If pending) to the HR person at the time of joining:

- 1) Educational documents i.e. mark sheets and certificates
- 2) Address proof and photo id proof
- 3) Experience Certificates (If any)
- 4) Bank details

Congratulations and welcome to the team!

(Authorized Signatory)

PREETI RAWAT

HR Manager

Signed

I accept the offer above and will be joining on ___/___/___

Signature

Date

Vinosha Portfolio Pvt. Ltd.
C-56A/13, Unity Tech Park,
Sec - 62, Noida - 201309
Gautam Budh Nagar, UP

Tel & Fax :+918010124040
Mail: info@vinoshaportfolio.com
Facebook: [facebook.com/vigpl](https://www.facebook.com/vigpl)
Twiter: @vigpl

Website :
www.vinoshaportfolio.com



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

[expleo]

Ref: EXP/HR/22-23/OL/IBU/1534
31-May-2023

Offer Letter

Nitin Ashok Thakare
B607, Armada Society, Behind Madhuban Garden, Parkhe
Vasti, Wakad Pune-411057.

Dear Nitin ,

We thank you for your interest in our company and for participating in the interview process. Further to the discussions we have had, we are happy to make you an offer for joining Expleo Solutions Limited as **Software Engineer** in Global Grade **GG1.2**.

Offer Details

Your CTC will be ₹ 4,50,000 /- (Four Lakhs Fifty Thousand Rupees Only) inclusive of all allowances.

You are also eligible for the following Insurance benefits,

- a. Mediclaim Policy Cover for an amount of ₹ 2,00,000/-
- b. Personal Accident Policy Cover for an amount of ₹ 13,00,000/-
- c. Group Term Life Policy Cover for an amount of ₹ 15,00,000/-

The above offer is subject to the following terms and conditions:

1. You being found medically fit at all times.
2. You submitting true copies of all your scholastic/academic and extra-curricular attainments along with proof of your age and of last drawn salary. The documents that need to be submitted at the time of joining will be communicated in due course.
 - Please note that as a standard organization procedure we carry out stringent background verification check. The process for the same will be initiated along with the acceptance of this offer. Your joining & the subsequent appointment will be contingent upon successful completion of the background check process. You are concurring to the above said clause by accepting this offer.
3. You will abide by the Business Conduct Guidelines of the company in letter and spirit.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

(expleo)

4. Your base location on joining will be **Mumbai**. You are liable to be transferred to any of the group companies / subsidiaries and their establishments in India or overseas. Upon such transfer, you will be governed by the terms and conditions applicable to that Establishment and location. As part of your assignment business related travel both short / long duration and working in shifts may come up. By accepting the offer you would also be confirming that you are willing to undertake any travel as required by the company and also work in shifts as assigned by the company.
5. You will be on probation for a period of **Six Months** from the Date of Joining the services of our company. Confirmation and permanent placement with Expleo Solutions Limited is contingent upon your successful completion of the probation.
6. During probation, the employment can be ceased by either party giving to the other a notice of **60** days in writing without assigning any reason and on confirmation the employment can be ceased by either party giving to the other a notice of **90** days without assigning any reason in writing or salary in lieu thereof subject to fulfilling Project / Department commitments.
7. This offer is subject to affirmative recommendations from **2 qualified references** to be furnished by you. The details of references need to be furnished by the **3-Jun-23**.

This offer is valid till **3-Jun-23** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter to signify your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Expleo Solutions Limited.

Yours Sincerely,
for Expleo Solutions Limited

Manjunathan C
Head - People Services

Acknowledgement

I accept the above Terms and Conditions and will report for work on _____

Signature:

Date:



Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.
SA, Balewadi
• (Corporate), Chhatrapati Shivaji Maharaj Vastu Sangrahalaya, Mumbai
CN: 164202TN108AN (2006/06) - GST No: 27AAAC1007N1001

Dear Gavate Rameshwar Raosaheb

With your joining day approaching, we not only want to congratulate you for your role as Bharat Banking:Sales Manager - Bharat Enterprises at Axis Bank, but we also want to let you know that we are really excited to have you on board.

Posting Details:

Role	Bharat Banking:Sales Manager - Bharat Enterprises
Date of Joining	28-Aug-2023
Posted Location	W178:Gandhidham
Posted Location Address	PLOT NO. 349, SECTOR 12 / B, Gandhidham, Gujarat, 370201.
Supervisor Name	Preetam Gupta

Further to your reporting at the given location or logging in as per your previous conversation with the HR Representative, you will:

- Meet/ contact your HR Representative/ Supervisor who will induct you to the team
- Be provided with your Employee ID by your HR representative
- Be enrolled to the 'Head Start' induction program/ an equivalent program to help you understand the Bank and its functioning

Be rest assure that we at Axis will make sure that your first day on the job is a comfortable one with Axis representatives helping you at every step.

By motto and by attribute each one of us is '**Dil se open**'

Welcome to the Axis Family.



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Date:- 01st June'2023

Mr. Ramesh Raste

Designation- Maintenance Technician

Dear Mr. Ramesh,

We are pleased to offer you the position of **Maintenance Technician** at **Matrix Robotics Pvt. Ltd.**, with a joining date of **05 June, 2023**. You will be based at our Pune Location facility and report to the Maintenance Manager.

Your gross monthly salary will be **Rs.14674**, subject to deductions as per company policy. You will be on a **6-month probation** period, after which your performance will be reviewed.

Please bring copies of your educational, identity, and address proof documents at the time of joining.

Kindly confirm your acceptance by signing below.

With Best Wishes.

Yours Sincerely ,

For Matrix Robotics Pvt. Ltd.



Shubhangi Jadhav
HR



Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Annexure A

1	Basic	6500
2	DA	4900
3	HRA	1523
4	Attendance Incentive	300
5	Bonus (8.33% on Basic)	936
6	Variable Incentive	515
A	Gross Salary	14674
7	PF/Employee Contribution 12%	1368
8	Esic 1.75%	106
9	Professional Tax	200
B	Deduction	1674
A-B	Net Salary (A-B)	13000
10	Uniform Allowance	200
11	PF/Employer Contribution 13%	1482
12	Esic 4.75%	460
13	Canteen	2200
C	Other earning	4342
A+C	CTC Package	19016
	Annual CTC	228194




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Regd off: Shanti Niwas Laximilara Nagar Opp Pandit Petrol Pump Thatawade Chinchwad, Pune- 411033.
Fact. Add:- B Wing, 128/3, Sanghvi Steel Compound, Mohannagar, Chinchwad, Pune-19.

Web: www.matrixrobolic.com



AXISB/LOA/RH2103534/128417
07/08/2023

Gavate Rameshwar Raosaheb
7385997878

LETTER OF APPOINTMENT

Dear Gavate,

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 Deputy Manager in Bharat 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 compensation payable to you will be INR 8,40,232 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.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation for a period of 6 (six) months from the date of your joining. This period may be extended upto a maximum of 6 months in two tranches of 3 months each, if further assessment and observations are considered necessary on the sole discretion of the Management. Thereafter, on failure to be confirmed in the service of the Bank, your employment shall be terminated on account of non-confirmation of service.
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.
- 5.4 Notwithstanding what is stated above, the bank reserves the right to confirm you in the services of the bank even during the extended period, provided, the extension of probation was solely due to non-completion of the joining formalities and such formalities are completed within the said period.

6. Mandatory Induction Certification

- 6.1 Induction Certification is a mandatory requirement for Confirmation - post completion of probation period.
- 6.2 100% attendance and 100% assessment clearance is required to be Induction Certified.
- 6.3 Non-adherence to Induction certification may lead to the following:
- 6.3.1 You will not be able to join your team till you are Induction Certified.
 - 6.3.2 Not attending induction session on a particular day will result in loss of pay.
 - 6.3.3 Not meeting the attendance and assessment criteria within the stipulated time period would result in termination of services.

7. Transfer

- 7.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 7.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 7.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

8. Separation/ Retirement

- 8.1 Separation during probation
- 8.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.
- 8.2 Separation after Confirmation:
- 8.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
 - 8.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.
- 8.3 Separation arrangement
- 8.3.1 Voluntary resignation should be initiated on the exit management portal of the Bank. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

**Director**

Dnyansagar Institute of Management & Research

- Balewadi, Pune-411045



8.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

8.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

8.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

8.4 Retirement

8.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

9. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head - Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

- 9.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.
- 9.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

10. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

- 10.1 Submission of self-declaration of medical fitness provided on our onboarding portal.
- 10.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.
- 10.3 Submission of all necessary documents:
- 10.3.1 Self-attested copies of all your degrees, professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
 - 10.3.2 Proof of date of birth
 - 10.3.3 Copy of Pan Card and Address Proof
 - 10.3.4 One recent passport size color photograph
 - 10.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 10.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 1 month from the date of joining, failing which your salary after 1st month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.


The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

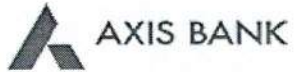
Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the acts of Commission / Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045



Kindly note that Axis Bank does not charge any money/deposit for giving employment offers/conducting employment interview, to anyone seeking a job at the bank, nor does it appoint any agent/agency/individuals to make or issue offers of employment/benefits on its behalf.

For any further information / clarifications please feel free to contact:-

Nair Pranav

Nair.Pranav@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Anand Bardhan,
Head - Talent Acquisition
Human Resources

Director
Dnyansagar Institute of Management and
Research
Colaba, Pune-411045



CTC Annexure

Emoluments for the Deputy Manager for Rameshwar Gavate

COMPENSATION	P.A. (Rs)	P.M. (Rs)
Basic	2,52,088	21,007
Basket of Allowance	4,51,364	37,614
Bank's PF Contribution	30,251	2,521
Gratuity *	12,125	1,010
Location Pay	12,604	1,050
Statutory Bonus	16,800	1,400
Total Fixed Pay	7,75,232	64,603
Target Variable Pay	65,000	
Total Pay	8,40,232	
Benefits:		
Group Mediclaim Policy and Term Life Insurance	11,494	-
Loan Benefits	78,444	-
Total Pay + Value of Benefits	9,30,170	

Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently.

Target Variable Pay stated above is for the financial year, however the actual payout will be prorated for number of days worked in the given financial year.

Details of Benefits

Loan Benefit Eligibility

Type of Loan	Eligibility	Loan Amount (in Rs.)	Rate of Interest	Remarks
Housing Loan	Upon Confirmation	25,00,000	4% (Compound Int.)	For takeover loans, the repayment will be 240 months or the balance service period (in months) left, whichever is less.
Vehicle Loan	Upon Confirmation	2,00,000	6% (Simple Int.)	For takeover loans, the repayment will be the residual period of the original sanction term, or 120 months, whichever is less, with Principal and Interest instalments in the ratio of 7:3.

Note: Loan benefits cannot be encashed if not availed.

Insurance Details

Type of Insurance	Insurance Cover (in Rs)	Remarks
Group Mediclaim Insurance Policy	4,00,000	Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.
Group Term Life Insurance Policy	75,00,000	Only employee is covered, a part of the annual premium is borne by the employee

The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.

Mobile Benefit

You will be eligible for mobile reimbursement (Including Data Service) as per company policy.

Gratuity *


You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service with the Bank or any of the group entities.

Provident Fund

The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited.

Voluntary Provident Fund (VPF)




Director
 Dnyansagar Institute of Management and
 Research
 Balewadi, Pune-411045

The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust, in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution.

Other Benefits

**Variable Pay /
Annual
Incentive Plan
(as may be
applicable)**

Performance linked Variable Pay will be paid as per the Company's policy. The payout will be based both on individual performance and organization's performance.
Employees who are part of incentive schemes will be eligible for payout as per applicable incentive scheme and Variable Pay will not be applicable.



Director

Dnyansagar

and

Balewadi, Pune-411045





Tisya Building Products

D2/504, Rahul Park,
Warje, Pune – 411058
GSTN 27AIVPP3511E124
Tel: 9011092760
Email: getsolutions@tisyaimpex.com

May 15, 2023

Shubham Barse
Pune
9175634785

Subject: Job Offer

Dear Shubham

Congratulations! We are pleased to confirm you have been selected to work for Tisya. We are delighted to make you the following job offer.

The position we are offering is that of Sales Trainee at a salary of INR 500,000/- per year. This position reports to the Founder. Your working hours will be from 0900am till 0600pm, six days a week. (Excluding Sundays and declared holidays). Your area of operation shall be PAN India with a more concentration on Pune, Mumbai, Rest of Maharashtra, Gujarat, Delhi, Chandigarh, Hyderabad & Bangalore.

This is a full time position.

Benefits Information if relevant to the position:

Salary: 70% fixed & 30% being variable, variable part being payable only upon achieving monthly sales targets.

Products: All products available with Tisya with major concentration on Windows & Wall Claddings.

Probation Period – 3 months from the date of joining.

Leave benefits are applicable only after confirmation of your employment at the end of the probation period.

Additional: Travel to office, Laptop & Mobile Phone shall be NOT be provided by the company. Company shall provide you with all travel expenses for work related visits within and outside the city, Sim card with internet, Lodging & Boarding for outside travel, etc.

Sales Commission: 4% on the "contribution" generated during the financial year; to be payable as soon as 100% payment is secured on an order to order basis. This shall be detailed in your employment contract to be signed upon completion of your probation period. In case, either of us decides to terminate your services before the probation period is over, NO Sales Commission shall be payable.

We would like you to start work from 15th June 2023. If this offer is acceptable to you, please send us a signed copy of this letter as a token of acceptance.

We are confident you will be able to make a significant contribution to the success of Tisya and I look forward to working with you.

With joy,



Mahesh Pandit
Founder

I accept the offer as outlined above.

Shubham Barse



Date:

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045



:4

Reference No. - 1384566805

Pranjal Amruta Vishwasrao

• **General:**

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

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

Yours sincerely,

Anjan Acharya

Digitally signed by ANJAN KUMAR ACHARYA
Date: 2023.12.02 13:35:36 +05:30
Reason: Offer Letter
Location: Mumbai

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


Signature of Applicant

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

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

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




Director
**Dnyansagar Institute of Management and
Research**
Balewadi, Pune-411045

Reference No. - 1384566805

Pranjal Amruta Vishwasrao

Annexure:**Remuneration:**

- Your Base Salary will be Rs. 99,600/- (Rupees Ninety Nine Thousand Six Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,28,964/- (Rupees One Lakh Twenty Eight Thousand Nine Hundred Sixty Four only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 49,800/- (Rupees Forty Nine Thousand Eight Hundred only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 14,940/- (Rupees Fourteen Thousand Nine Hundred Forty only) per annum.

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

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

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




Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045



:6:

Reference No. - 1384566805

Pranjal Amruta Vishwasrao

Benefits:

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

Digitally signed by ANJAN KUMAR
ACHARYA
Date: 2023.12.02 13:35:38 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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

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

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



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045



JOINING FORMALITIES

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

The login credentials are provided below:

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

Username: Registered email id or Applicant id

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

Following documents (Photocopies) are required to be uploaded:

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

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

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

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

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




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045



Remuneration Details

Name : Pranjal Amruta Vishwasrao

Position: Assistant Manager-II

Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	Annual
Basic	8300	99,600
HRA	4,150	49,800
Supplementary Allowance *	10,747	1,28,964
Superannuation Allowance	1245.00	14,940
Total	24,442	2,93,304
Retirals		
Retirals (PF, Gratuity) ***	2,491	29,892
Total Fixed	26,933	3,23,196
Performance Linked Retention Pay #	5,000	60,000
Total CTC	31,933	3,83,196

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

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

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

Date: 02-Dec-2023

Digitally signed by ANJAN KUMAR ACHARYA

Date: 2023.12.02 13:35:38 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited

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

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

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



Director
Dnyansagar Institute of Management & Research

TECH mahindra

Tech Mahindra Limited
A-10, G-Block, 84, Noida
UP-201301

Tel: +91 12 0420 5000
+91 12 0420 5001
Fax: +91 12 0420 1975

techmahindra.com

Registered Office:
Ganesh Building, Apollo Building
Mumbai-400 031, India

CIN: L24200MH1999PLC041070

Date: 09-Oct-23

Mr.. Ratnadip Gajanan Ingle
At Kajaleshwar, Post Kajaleshwar, Taluka Barshitakli Dist Akola, Kajaleshwar, Akola, Maharashtra,
Pune, Maharashtra-444401
Phone No: 7218768205

Subject - Offer of Appointment

Dear Mr.. Ratnadip Gajanan Ingle,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our organization as Associate Customer Support on U1 band, operating out of our Pune office.
2. Your "Annual Total Cash Compensation" will be Rs. 222247. Please refer Annexure-A for details on the compensation and statutory deductions.
3. 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.
4. Your employment with us will be governed by terms and conditions as specified in Annexure-B.
5. You are required to join on 09-Oct-23 at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to Mrunal Sanjay Borle at 9:30 AM to complete the joining formalities at Tech Mahindra Limited, [Delta- 1 Building, 2nd Floor, Giga Space, IT Park, Viman Nagar, Pune- 411014, 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.
7. 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.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Mrunal Sanjay Borle latest by 09-Oct-23.

Rise for a more equal world

Rise to be future-ready

Rise to create value




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

The Muthoot Group, M G George Muthoot Tower, Alaknanda, New Delhi-110019

Offer Letter

Dear Shyam Thosar,

Greetings from **The Muthoot Group!**

Subsequent to the various discussions you had with HR Team at Muthoot Finance Limited, we are delighted to confirm the offer of your employment for the position of "JUNIOR RELATIONSHIP EXECUTIVE" at Muthoot Finance Ltd. Please find the below Terms and Conditions of your anticipated employment with us.

The position we are offering you is that of "Junior Relationship Executive – Pune, Nirala Bazar (1043)". The band/role offered is at the position/grade is junior executive, reporting directly to the Branch Head. The compensation offered (CTC) for the role is INR 3,52,586/- (Three Lakhs Fifty Two Thousand Five Hundred and Eighty-Six Rupees Only).

Cost to Company

Component	Cost to Company	3,52,586
Basic Salary		Per Annum
House Rent Allowance (HRA)		100,800
Fixed Incentive		67,200
SUB TOTAL		36,000
Business Incentive		204,000
SUB TOTAL		108,000
PF Employer Contribution		108,000
ESIC Employer Contribution		13,104
Gratuity		6,636
National Pension Scheme		4,846
Bonus with Exgratia		3,000
SUB TOTAL		13,000
TOTAL		40,586
		352,586
GROSS MONTHLY SALARY		17,000
PF Employee Contribution		1,008
ESIC Employee Contribution		128
Net In-Hand Salary		15,864

*The amount is indicative, and the Management reserves the right to amend the policy at any point in time.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

TALENTEEDGE

23-08-2023

Dear Abhishek,

Congratulations! It is our pleasure to offer you the position of **Admission Counsellor (Sales)** at Grade **G1** with **TalentEdge Education Ventures Pvt. Ltd.**

Please find the specifics of your offer below:

1. Your employment will be governed by TalentEdge Education Ventures Employment Agreement.
2. You will be based at our **TalentEdge Pune, Pune, Maharashtra, India** Office.
3. The standard work days would be for 5.5 days in a week on a rotational basis for 9 hours per day. Also depending on your deliverables, you will be required to manage your work hours/days to achieve your goals for the defined periods. The work timings may extend beyond the specified hours based on the Company's requirement. The company reserves the right to change workdays and hours of work at any time and as per exigencies of work.
4. **Compensation:**
 - a) Fixed component of CTC will be **INR 3,00,000**. This will be disbursed to you as per company's current standard compensation plan (Annexure I attached).
 - b) Over and above the fixed Compensation, you shall be eligible for performance-based incentive up to **INR 4,00,000** per annum on achieving specific targets, which will be paid as per the "Sales/Variable Policy". You may be eligible for additional incentives subject to your out-performance which is confirmed by the Company. The actual payout of the incentive may vary depending on a number of factors, including but not limited to Company and/or individual performance, management discretion and the terms and conditions of the applicable "Sales/Variable Policy". To understand the incentive payout structure, please refer to Annexure II.
5. You are expected to join us on **28-08-2023**.
6. At the discretion of the company, you will be eligible for an appraisal and annual variable payout only if your date of joining is on or before 30th September of the current financial year. Further, your variable payout would be paid out in the next financial year on a pro-rata basis if your date of joining falls after 30th September of the current financial year.
7. You will be required to submit to our HR a set of documents. (As detailed in Annexure II) at the time of joining.
8. This Offer is subject to Successful background verification.

Please note: You will be on a probationary review during the first three (3) months of your employment with the Company ("Probation Period"). Confirmation of your employment is contingent upon your successful completion of the Probation Period.



Director

Dnyansagar Institute of Management and Research

Balewadi, Pune-411045

TalentEdge Education Ventures Pvt. Ltd.
GIN: U80501MH2012PTC225975

Registered Office: Nishuvi, Ground Floor, 75 Dr. Annie Besant Road,
Worli, Mumbai - 400018
T +91 022 42193000/3200 IE info@talentedge.com

Corporate Office: CBIP Building, Plot Number 21, 5th
Floor, Sector-32, Gurgaon-122001.
Landline: 0124-6253000

TALENTEGE

Please confirm acceptance of this letter by signing and returning a copy. I would like to take this opportunity to welcome you to the TalentEdge Ventures family and look forward to have a long and mutually beneficial relationship.

With Kind Regards,

For Talentedge Education Ventures Pvt. Ltd.

Received & Accepted



Nilesh M Lolayekar

Managing Director & CEO

Abhishek Dhawale

(Signature)



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

TALENTEDGE

Annexure I

Name: Abhishek Dhawale

Department: Sales

Designation: Admission Counsellor

Grade: G1

Location: TalentEdge Pune, Pune, Maharashtra, India

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,05,000	8,750
HRA	52,500	4,375
Special Allowance	1,15,849	9,654
Gross Earning	2,73,349	22,779
Provident Fund (Employer's Contribution)	21,600	1,800
Gratuity	5,051	421
Fixed CTC	3,00,000	25,000
Incentive Annual	4,00,000	
Total CTC	7,00,000	58,333

Note:

- Term insurance of 10 lakhs, if the fixed CTC is below 7 lakhs. Term insurance of 20 lakhs, if the fixed CTC is 7 lakhs or above.
- Mediciam coverage of Rs. 5,00,000 for Self + Spouse + 2 Kids.
- Group Personal Accident Insurance of Rs. 10,00,000.
- The reimbursements will be subject to submission of Bills.

Failing to submit the bills for reimbursement, amount is still receivable but as a taxable component.

Tax will be deducted as per applicable slab rates.




TalentEdge Education Ventures Pvt. Ltd.
CIN: U80301MH2012PTC225975

Registered Office: Nishuvi, Ground Floor, 75 Dr. Annie Besant Road,
Worli, Mumbai - 400018
T +91 022 42193000/3200 IE info@talentedge.com

Corporate Office: CBIP Building, Plot Number 21, 5th
Floor, Sector-32, Gurgaon-122001.
Landline: 0124-6253000

www.talentedge.com


Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045

Annexure III

Documents Required

- Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's Id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill).
- Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available).
- Aadhar Card / Copy of Aadhar application (in case Aadhar is not available).
- Education Documents (Graduation/Diploma Certificates/NOC and Mark Sheets).
- Previous Employer's Resignation Acceptance or Relieving/Experience/Service Certificate for candidates with prior experience (if applicable).
- Four (4) passport size colored photographs.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

TALENTEdge

Background Verification Policy

Policy Outline: Purpose

This policy outlines TalentEdge Ventures procedures for conducting background verification checks for all full-time employees to ensure that all employees have the appropriate qualifications and experience for their roles.

Scope of Policy

This policy applies to all identified positions and all full-time employees.

Policy Statement

The Human Resource Operations team is solely authorized to conduct and oversee the background check process. The process will involve contracted third party and/or appropriate law enforcement agencies to ensure accuracy and completeness of the verification process. Information discovered through the background check process will only be used to evaluate an employee's suitability for employment with TalentEdge Ventures.

Background Checks & Scope

The background check will cover the following areas:

- Highest education background check
- Last employment check (prior to joining TalentEdge Ventures)
- Personal Identification documents check (PAN / Aadhar)
- Address verification (Permanent / Current address)
- Criminal Record Check

It is important to note that the background verification process is mandatory for successful employment. Additional areas of verification may be required, as and when deemed necessary by TalentEdge Ventures.

Applicant's Duty to Disclose

Employees onboarded are required to provide accurate and complete information during the background verification authorization process. Failure to do so may lead to disqualification from employment and further consideration.

Negative Findings (Red/Amber Cases)

If an element of the background check is highlighted as Red/Amber, the HR Head and Vertical Head will be informed (verbally/email).

In the event that the candidate is unable to provide validation against the highlighted element in report, the offer of employment may be revoked, or the employment may be terminated.



TalentEdge Education Ventures Pvt. Ltd.
CIN: U80301MH2012PTC225975

www.talentedge.com

Registered Office: Nishuvi, Ground Floor, 75 Dr. Annie Besant Road,
Worli, Mumbai - 400018
T +91 022 42193000/3200 IE info@talentedge.com

Corporate Office: CBIP Building, Plot Number 21, 5th
Floor, Sector-32, Gurgaon-122001.
Landline: 0124-6253000

Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045



April 08th 2023

OFFER LETTER

Dear Arati Funde

Vinosha Portfolio Private Limited is pleased to offer you an opportunity as a **HR Recruiter**. This position is located in Noida, Uttar Pradesh.

For this position your major duties will include:

- 1) Recruitment.
- 2) Sourcing candidates.
- 3) Screening resumes matching the requirements.
- 4) Opening their SALARY account.
- 5) Communicating employer information and benefits during screening process.
- 6) Serving as a liaison with area employment agencies, colleges, and industry associations.

The position we are offering you is that of **HR Recruiter** at a monthly salary of **INR 13,000 per month** with an **annual cost to company INR 1,56,000**. This position reports to **Team Manager, TRISHA**

Background Checks:

The Company shall be entitled, at its discretion, to conduct reference and / or background checks as per Company policy and this offer is conditional upon the result of such checks. In the event the results of such checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer / or terminate employment at any time.

To accept this offer, please sign and return one copy of this letter and retain the other copy for your records. We request you to keep this offer letter confidential. In case you do not return the accepted and signed copy of the offer letter within 7 working days the offer may stand withdrawn.

Vinosha Portfolio Pvt. Ltd.
C-56A/13, Unity Tech Park,
Sec – 62, Noida - 201309
Gautam Budh Nagar, UP

Tel & Fax :+918010124040
Mail: info@vinoshaportfolio.com
Facebook: [facebook.com/vigpl](https://www.facebook.com/vigpl)
Twiter: @vigpl

Website :
www.vinoshaportfolio.com




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

**Date of Joining:**

You are requested to join us on or before April 08th 2023.

Probation:

You shall be on probation for a minimum period of 3 months from your date of joining. Based on satisfactory performance, you will be considered for confirmation in the services of the company.

1) **Recruitment** : An HR recruiter needs to hire 3-4 BDE on daily basis and share the daily report to get their presence marked and the incentive that we are providing is on target basis.

2) **Performance Evaluation:**

- The performance of the candidate will be evaluated on the basis of active candidates.
- Your initial target will be 35-40 active candidates to justify the salary, if the target is over achieved you will get performance bonus, in case if you are not able to achieve your initial target in that case you will get salary as per number of active candidate, falling below the belt of 40 percent you will not be entitled with salary reward.

Team Vinosha Portfolio Private Limited welcomes you aboard and wishes you a very happy association with us. We wish this association is mutually fruitful and growth oriented.

Vinosha Portfolio Pvt. Ltd.
C-56A/13, Unity Tech Park,
Sec - 62, Noida - 201309
Gautam Budh Nagar, UP

Tel & Fax :+918010124040
Mail: info@vinoshaportfolio.com
Facebook: [facebook.com/vigpl](https://www.facebook.com/vigpl)
Twitter: @vigpl

Website :
www.vinoshaportfolio.com




Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



Kindly submit the following documents (If pending) to the HR person at the time of joining:

- 1) Educational documents i.e. mark sheets and certificates
- 2) Address proof and photo id proof
- 3) Experience Certificates (If any)
- 4) Bank details

Congratulations and welcome to the team!

(Authorized Signatory)

PREETI RAWAT

HR Manager

Signed

I accept the offer above and will be joining on / /

Signature

Date

Vinosha Portfolio Pvt. Ltd.
C-56A/13, Unity Tech Park,
Sec - 62, Noida - 201309
Gautam Budh Nagar, UP

Tel & Fax :+918010124040
Mail: info@vinoshaportfolio.com
Facebook: facebook.com/vigpl
Twiter: @vigpl

Website :
www.vinoshaportfolio.com



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



PKM FOODS PVT. LTD.

OFFICE & WORKS :

Sr.No. 37, 4/3/1, Pisoli, Pune - 411060.

Ph. 91 - 20 - 26930044, 26930022

Website : www.pkmfoods.com

CIN : U15316PN2003PTC018428

To,
Anuradha Maruti Ghule
At Post: Mandave Kh, Tal - Parner
Dist: Ahmadnagar - 422622,

OFFER LETTER

Dear Anuradha,

This has reference to your application dated 16th May 2023 and subsequent interviews you had with us, and we are pleased to inform you that you have been selected for the post of "Trainee Quality Officer" you will be located at Pisoli.

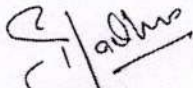
Your monthly Gross Salary shall be Rs. 14,000 (Fourteen Thousand Only). You shall join your duties on or before 1st June 2023

We welcome you to this growing organization.

Thanking You

Yours Truly

For PKM FOODS PVT LTD.


Director

Accepted by _____

(Date & Signature)



Scanned with CamScanner


Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com
Contact: +91 74 1515 7575

Ref: PROM/HR/20230613 <101>

Place: Pune

Date: 13/06/2023

To,

Ms. Pallavi Vijay Thorat,

Address line 1: Pavan E flat no - 301,

Address line 2: DSK Dhayari Pune.

Mobile No.: 8805581954

E-mail ID: pallavithorat392@gmail.com

Sub: Offer of Appointment as HR Representative

Dear Ms. Pallavi Thorat,

It's our pleasure in offering you the position of "**HR Representative**" in Delighteck Labs Pvt. Ltd. ("hereinafter, referred to as "**Delighteck**") at our office premises located at 304, Level 3, Times Square, Hinjawadi, Pune, Maharashtra 411057.

This Offer Letter is subject to the following terms and conditions:

1. APPOINTMENT

- a) Your appointment shall be effective from your date of joining, i.e., **19/06/2023**.
- b) You will be required to serve a probationary period of Three (3) months from the date of joining. On completion of the said probation period, if Delighteck finds you to be suitable for the appointed post, you shall be considered as a full-time employee and the same shall be communicated to you in writing.




Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com

Contact: +91 74 1515 7575 v1.2

2. CONFIRMATION OF APPOINTMENT

This Offer Letter is an offer for employment and by signing the same you are accepting our offer, however the confirmation of your appointment for probationary period shall be subject to the following conditions:

- Submission of Documents as per Annexure-2 to this Offer Letter and acceptance of the said documents by Delighteck on the date of joining.
- Acceptance and execution of the Employment Agreement, and any other document with regard to your employment as Delighteck deems fit.
- Clearing the Background Verification
- Fulfilment of any other condition/s that Delighteck deems fit.

3. CONFIDENTIALITY

You are required to strictly maintain the Confidentiality of all information shared by Delighteck to You including discussions regarding your compensation and all documents shared by both the parties in connection to your appointment shall be strictly treated as confidential in nature and you shall not disclose the same to any person in Delighteck or any other third party without prior written approval from the HR department. Such disclosure will be treated seriously, and you shall be liable for strict legal action.

4. WORKING HOURS

You will be working for 5 days in a week, i.e. from Monday to Friday. The working hours will be from 09:00 A.M. to 06:00 P.M. You will be required to work from the office on all the working days. There may be occasions when you may have to work beyond office hours due to the exigencies of Delighteck's business. Your duties may require you to engage in travel within India or abroad on behalf of Delighteck.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com
Contact: +91 74 1515 7575 v1.2

ANNEXURE-2

CHECKLIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING:

On your joining Date, please bring 4 recent self-photographs (passport sized) and the original documents with 1 set of photocopies of the following documents:

1. 10th, 12th and Education Degree Certificates with all years' mark sheets.
2. Professional certification, if any.
3. Experience and Relieving Letter of all the companies worked so far.
4. Pay slips of the last 3 months of previous employment.
5. Original proof of identity along with 2 no. of photocopies of any one of the following documents:
 - a) Passport,
 - b) Aadhar Card
 - c) Pan Card,
 - d) Driving License,
 - e) Voter's identification card
6. Current residence address proof. (Rent/Leave and License Agreement in case Rented Premises and Electricity Bill in case self/family-owned Premises)




Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com

Contact: +91 74 1515 7575 v1.2

5. TRANSFER

You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company, or its subsidiary, associate or affiliate Company. In such a case you will be governed by the terms and conditions of service applicable to the new assignment. We provide support to our customers from various locations in India and/or abroad to suit our customers' differing time needs. You would be operating from any of these locations and in any of the shifts, as may be decided by the Company keeping in mind business needs and deliverables to customers.

6. COMPENSATION

- a) Your monthly fixed compensation will be **Rs. 22,000/- (Rupees Twenty-Two Thousand Only)**. For detailed break up of compensation, refer Annexure 1.
- b) You will be entitled to other compensation and benefits in accordance with Delighteck's policy as modified and intimated to you from time to time.
- c) Your compensation will be reviewed periodically as per Delighteck's policy.
- d) Changes in your compensation are subject to discretion and will be subject to and be on the basis of your effective performance and results during your employment and other relevant criteria.
- e) Any Professional/Social/Income tax or any tax liability payable at client location should be taken care of by you.

7. TRAINING PERIOD/PROBATION CONFIRMATION/TERMINATION

- a) The period of training/probation shall be as mentioned herein and may be extended, reduced or terminated at the sole discretion of Delighteck. During the said period, the appointment may be terminated by 08 days' notice in writing by Delighteck and by 08 days' notice in writing by you or salary in lieu thereof. Delighteck may alter the notice period to be served by you during the probation/notice period as per Delighteck's discretion.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com

Contact: +91 74 1515 7575 v1.2

- b) Once the Probation period is concluded and you receive a Confirmation Letter from Delighteck, your services in Delighteck may be terminated by Delighteck by giving 90 days' notice in writing and by 90 days' notice in writing by you or payment of gross monthly salary to Delighteck in lieu of the notice period.
- c) Upon joining as a confirmed employee of Delighteck, in case your performance is not up to the mark, you will be placed under a Performance Improvement Plan (PIP) for a period of 2 (Two) months. Thereafter, if your performance improves, you shall be taken off PIP.
- d) In the event your performance does not improve after being on PIP for a period of 2 (Two) months, Delighteck may terminate your appointment by giving you a notice period of 1 (One) month.

8. OTHER TERMS AND CONDITIONS

- a) All the benefits and terms of this Offer Letter are subject to terms of the Employee Handbook and any other rules, policy of Delighteck, which is subject to change from time to time.
- b) Upon joining the organization, you will be subjected to Delighteck's Rules & Regulations as per the Employee Handbook. You are required to sign this Offer Letter as your acceptance of our offer, and in token of your acceptance of our offer, kindly sign and return the duplicate copy to us by 19/06/2023.
- c) You will be liable for completing the formalities and submission of documents as per the Annexure-2 to this Offer Letter on the joining date and this offer is conditional upon fulfilment of all the terms of this Offer Letter by you.
- d) You are required to contact HR to get more understanding of the joining formalities and to take on your assignment on 19/06/2023.
- e) In case you need further clarification, you can get in touch with us on hr@delighteck.com. We take pleasure in welcoming you to Delighteck and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045



Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com
Contact: +91 74 1515 7575 v1.2

Sincerely,

Sushama Patekar
COO,
Delighteck Labs Pvt. Ltd.

ACCEPTANCE

I, Ms. Pallavi Vijay Thorat, the undersigned, do hereby wilfully and with full knowledge and complete understanding of the contents, accept and acknowledge this Offer Letter along with the terms and conditions relating to my services and employment with Delighteck Labs Private Limited. I have attached a scanned copy of my resignation letter with the acceptance from my existing / previous employer along with the salary slip of the last 3 (Three) months.

Signed: _____

Ms. Pallavi Vijay Thorat

Date: __/__/2023




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Delighteck

Delighteck Labs Pvt Ltd,
304, Level 3, Times Square,
Hinjawadi Village, Pune, Maharashtra 411057,
India

E-mail: contact@delighteck.com
Contact: +91 74 1515 7575 v1.2

ANNEXURE-1

Delighteck Labs Pvt. Ltd.		
Salary Break up		
	Monthly	Annual
	PM (INR) (In figures and words)	PA (INR) (In figures and words)
Basic salary	12,000/-	1,44,000/-
Allowance	7,200/-	86,400/-
House rent allowance	4,800/-	57,600/-
A. Total Gross	Rs. 22,000/- (Rupees Twenty two thousand Only)	Rs. 264000/- (Rupees Two Lakhs Sixty Four Thousand Only)
BENEFITS & EMPLOYER CONTRIBUTIONS		
Gross Annual Bonus	0 (Rupees Zero Only)	44,000/- (Rupees Forty Four Thousand Only)
B. Total CTC	Rs. 22,000/- (Rupees Twenty two thousand Only)	Rs. 264000/- (Rupees Two Lakhs Sixty Four Thousand Only)
DEDUCTIONS		
Professional Tax	200/- (Two Hundred Only)	2,400/- (Rupees Two Thousand Four Hundred Only)
C. Total Net	Rs. 21,800/- (Rupees Twenty-Two Thousand Only)	Rs. 2,61,600/- (Rupees Two Lakh Sixty-Four Thousand Only)

Gratuity is payable as per the provisions of Payment of Gratuity Act, 1972.

*Professional Tax (PT): There would be an additional deduction of Rs 200 in PT in the month of February every year according to the government norms.

Note: Bonus up to 200% of the monthly fixed compensation shall be payable subject to and varying as per performance of the employee (bonus, etc.)




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045



Dear Ms. Shubhangi Bade,

Greetings from Apna Ghar Lifespaces Pvt Ltd....!!!!

With reference to your application and the interview you had with us, we have pleasure in offering you the position of "Business Development Executive" in Marketing department in our organization for Baner location.

Your Date of Joining will be on 21st September 2023.

Reporting time will be before 10.00am

After 10.11am Rs, 50 will be penalty from your salary and after 11.30am the half day will consider.

Tuesday will be week off

Salary will be released after completing one month and ten days by Cheque. i.e., 01st or 02nd of every month

Your Cost to Company remuneration would be Rs. 1, 92,000 lakh per annum on 1-2 booking in every month and 20-30 Site Visit Done.

There will be 3 Month of probation period. If you leave company without any prior one month notice period you will not eligible for remaining salary.

You need to maintain the daily report task sheet & Google Sheet.

A formal Letter of Appointment will be handed over to you within three month of joining the Company. This offer is valid only till three month date of joining.

Kindly acknowledge a copy of the letter as a token of your acceptance of the offer by return mail.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Royal Empress, Baner - Mahalunge Rd, next to Aryan Suzuki showroom, Baner, Pune,
Maharashtra 411045



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

Regard & Thanks

Divya Kedari

HR Manager

Mobile: +917558716289

Email : divya.kedari@apna-ghar.com



Apna Ghar Lifespaces pvt ltd

Royal Empress

Flt.no, 12, 2nd floor

Near Prabhavate Tech Park

Baner Road

Baner, Pune 411045

www.apna-ghar.com



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

**Royal Empress, Baner - Mahalunge Rd, next to Aryan Suzuki showroom, Baner, Pune,
Maharashtra 411045**



PURITY GUARANTEED

To

Date: 20-10-2023

Munde Yogiraj Balasaheb
Address- House No.139, Pipe Line Road , Yeshodha
Nagar, Pipe Line Hadko , Savedi ,Ahemdagar-414003.
MOB NO : 83798 10194

Sub: Offer for the Profile of Quality Assurance Executive

Dear Yogiraj,

This has reference to your application and subsequent interviews and discussions with us regarding a career opportunity at SNA Milk and Milk Products Pvt. Ltd.

We are pleased to offer you the position **Quality Assurance Executive** of our organization, on mutually agreed terms.

Henceforth your CTC will be a combination of a Fixed component of INR 1,44,000 (One Lakh Forty Four Thousand Only). Refer Annexure 1 for the break-Up of your salary.

You will be required to join your duties on 25th October 2023, at Ahmed-Nagar Location, failing which this offer letter will automatically stand cancelled.

This offer is subject to the submission of the following documents on the date of joining.

- | | |
|---------------------------------|---|
| 1) Education Certificates (ALL) | 2) Proof of permanent Address |
| 3) Salary Certificate/Slips | 4) Relieving Letter of previous company |
| 5) Pan Number (Mandatory) | 6) 3 Passport size photographs & Updated CV |

We look forward to your joining our team for a long and successful career. Kindly sign the Duplicate in acceptance and confirm the date of your joining.

Thanking you,

Yours Sincerely

For SNA Milk and Milk Products Pvt. Ltd.

SNA Milk and Milk Products Pvt. Ltd.
F-25, East Court, Phoenix, Viman Nagar,
Pune-411014.

Apurva S. Banerjee Manager-
Human Resource.

SNA Milk and Milk Products Private Limited (CI N-U74999PN2016PTC164715)
HO F-25, East Court Phoenix, Viman Nagar, Pune-411014



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



PURITY GUARANTEED

Annexure1-

Your salary break up is as follows.

CTC	1,44,000	
DETAILS OF EMOLUMENTS	Amount (Rs.)	
	Annually	Monthly
Basic Salary	86,400	7,200
HRA	28,800	2,400
Special Allowance	28,800	2,400
PT(Deductions)	2,400	200
Net Pay (Approximate)	1,41,600	11,800

- PT will be levied as per the state slab
- Income tax will be deducted at source on the basis of your income tax planning for the financial year and as per the current income tax laws.

I have read and understood the above terms and conditions and hereby signify my acceptance of the same.

Signature: _____

Date: _____

SNA Milk and Milk Products Private Limited (CI N-U74999PN2016PTC164715)
HO F-25, East Court Phoenix, Viman Nagar, Pune-411014




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

From: hr@apna-ghar.com
Sent: 09 September 2023 12:25 PM
To: 'sonali.bhise@gmail.com' <sonali.bhise@gmail.com>
Cc: 'atul@apna-ghar.com' <atul@apna-ghar.com>
Subject: Offer Letter(Sonali Bhise)

Dear Ms. **Sonali Bhise**,

Greetings from **Apna Ghar Lifespaces Pvt Ltd...!!!!**

With reference to your application and the interview you had with us, we have pleasure in offering you the position of "**Business Development Executive**" in Marketing department in our organization for Baner location.

Your Date of Joining will be on 01st September 2023.

Reporting time will be before 10.00am

After 10.11am Rs,50 will be penalty from your salary and after 11.30am the half day will consider.

Tuesday will be week off

Salary will be released after completing one month and ten days by Cheque. i.e, 11th or 12th of every month

Your Cost to Company remuneration would be **Rs. 2,16,000 lakh per annum on 3 booking in every month and 20-30 Site Visit Done.**

There will be 3 Month of probation period. If you leave company without any prior one month notice period you will not eligible for remaining salary.

You need to maintain the daily report task sheet & Google Sheet.

A formal Letter of Appointment will be handed over to you within three month of joining the Company. This offer is valid only till three month date of joining.

Kindly acknowledge a copy of the letter as a token of your acceptance of the offer by return mail.

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

Regard & Thanks

Divya Kedari

HR Manager

Mobile:+917558716289

Email : divya.kedari@apna-ghar.com




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Date : 01st September 2023
Emp ID: ESMA-58556

Mr. Prajwal Bhaskar Wagh
S/o Mr. Bhaskar Wagh
Mehnadibag road Near Nauik Talao Nagpur

Letter of Employment

Dear Prajwal,

We are pleased to appoint your employment in our organization **Paradigm IT Technology Services Pvt Ltd**, situated at Hyderabad as **Corporate Sales Executive**

1. Your employment will commence from **01st September 2023** as **Corporate Sales Executive**, and shall be valid for a period of **12 Months** from **01st September 2023** to **31st August 2024**, during which you will render services to our client at their premises subject to the terms and conditions set forth herein and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You will be deployed at our Client **Tata Teleservices Limited, Pune, Maharashtra**. However, you will be required to work where directed by the Company anywhere in India and/or abroad and shall change your place of work as and when directed by the Company. You will report to the site as per the site requirement.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company or If any declaration given or furnished by you to the Company prove to be false or if you are found to have willfully suppressed any material information in such case, the company shall be entitled to terminate your services with immediate effect, without notice. Your services can be terminated by either party by giving to the other, a **notice of 15 Days**. The company however, reserves its right to terminate your employment by giving you salary as mentioned against notice pay in lieu of the notice. The Company reserves its right to recover an amount equivalent to as notified above towards notice pay salary on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment. If there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary, bonus or any other payment owned to you under the terms of your employment.

With warm regards,

Yours truly,
For **Paradigm IT Technology Services Pvt Ltd**



Authorized Signatory




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

ParadigmIT Technology Services Pvt Ltd
www.paradigmmit.com

(formerly known as E Centric Solutions Pvt Ltd)

Regd. Office : 1st Floor, Innovative House, 6-3-663/G/4, Panjagutta, Hyderabad - 500 082. T.S. India.
Work: +91 44446000; | CIN - U72200TG2002PTC040141

Annexure

Name: Mr. Prajwal Bhaskar Wagh
Designation: Corporate Sales Executive

Components	Monthly	Yearly
Basic	11632	139584
DA	2678	32136
HRA	7037	84441
Statutory Bonus	1192	14304
Gross (A)	22539	270466
EMPLOYER CONTRIBUTIONS		
PF Contribution @12%	1717	20606
PF Admin charges @1%	144	1728
Insurance	600	7200
Sub Total (B)	2461	29534
CTC (A+B)	25000	300000
EMPLOYEE CONTRIBUTIONS		
PF Contribution @12%	1717	20606
PT	200	2400
ESI @ 0.75% on Gross	0	0
Sub Total (C)	1917	23006
Net Salary (A-C)	20622	247459

Terms:

*Net Salary is subject to Income Tax deductions as per applicable law(s).

Yours truly,

For Paradigm IT Technology Services Pvt Ltd



Authorized Signatory





Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

ParadigmIT Technology Services Pvt Ltd
www.paradigmmit.com

(formerly known as E Centric Solutions Pvt Ltd)

Regd. Office : 1st Floor, Innovative House, 6-3-663/G/4, Panjagutta, Hyderabad - 500 082, T.S. India.
Work: +91 40 44446000; | CIN - U72200TG2002PTC040141

STANDARD TERMS OF EMPLOYMENT

1. VALIDITY TERM OF EMPLOYMENT:

- 1.1. Notwithstanding anything above, depending upon the aforementioned project/work/deputation, the Company reserves its right to extend/renew your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend/renew your temporary assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment; you shall be governed by such terms and conditions as may be indicated therein.
- 1.2. It is specifically understood by you that during your term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as the Company or otherwise.
- 1.3. Your appointment is being made on the basics of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed void and liable for termination without notice.
- 1.4. In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

2. COMPENSATION:

- 2.1. You will be entitled to an employer's contribution of Provident Fund as per the rules applicable.
- 2.2. You will be covered under a Group Insurance Policy as applicable.
- 2.3. You will be entitled to all other statutory benefits wherever applicable during the period of this Employment.

3. DISCRETION:

- 3.1. That your appointment and continuance in the organization is further subject to your remaining physically and mentally fit and the Management shall have a right to get you medically examined at any time from any registered medical practitioner or a civil surgeon, of the area purely at its discretion.
- 3.2. During the period of this Employment, your services could be deputed at the sole discretion of the Company to any of the company's clients to do work pertaining to or incidental to such Client's business. Such deputation will be communicated to you by way of a letter from the Company, and this will be effective from the date mentioned in such letter.

4. DEPUTATION:

- 4.1. During the tenure of the deputation, you will continue to be an employee of the Company and your compensation and applicable allowances shall be payable only by the Company. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowance, directly from the Client to whose site you may be deputed.

5. RULES/POLICIES OF THE CLIENT:

- 5.1. In the day-to-day functioning or carrying out your responsibilities and duties, you will receive instructions from the Client and will undertake to abide by any suggestions, etc. given by any assigned person(s).
- 5.2. You shall also abide by any training that may be offered to you by the Client.
- 5.3. You shall be bound to follow the working hours of the Client's organization.



ParadigmIT Technology Services Pvt Ltd
www.paradigmIT.com

(formerly known as E Centric Solutions Pvt Ltd)

Regd. Office : 1st Floor, Innovative House, 6-3-663/G/4, Panjagutta, Hyderabad - 500 082. T.S. India.
Work:+91 44446000; | CIN - U72200TG2002PTC040141


Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

6. NON - DISCLOSURE:

- 6.1. You shall take care not to disclose or divulge confidential information/trade secrets, etc. belonging either to the Company or to the Client, that you may come across in the course of your responsibilities either to the Company and/or to the Client or to anyone outside the Client's organization and you shall use such confidential Information only in connection with the services provided by you to such Client.
- 6.2. Further, you shall not utilize any Confidential Information acquired in consequence of your employment for your benefit or for the benefit of any third party other than the Company or its Client who has disclosed such Confidential Information or for whom you have created the Confidential Information.

7. ASSIGNMENT OF INTELLECTUAL PROPERTY RIGHTS:

- 7.1. You are employed by the company on the express understanding that all services provided by you whether at the Company site(s) or on deputation, are being done on behalf of the company or its clients. Consequently, any and all intellectual property rights (including but not limited to patents, copyrights, trademarks, etc.) arising therein shall be owned exclusively by the Company or its clients to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with the Company or its clients exclusively and solely either in favor of the Company or its clients and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights vests solely with the company or its clients, as the case may be.

8. LIABILITY:

- 8.1. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the Client. This arrangement of deputation is purely an employment agreement between the Company and the Client for the time specified.
- 8.2. Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in this regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.
- 8.3. You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit, against you.

9. INDEMNITY:

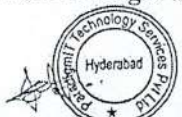
- 9.1 You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

All other terms and conditions of your employment remain unchanged.

We want you to understand that this is a rapidly growing company. It is a challenging environment that will require a lot of time and effort on your part. The Company is an evolving organization that can provide opportunities to individuals with talent that are committed to reaching our corporate goals. The Company provides a work environment that inspires creativity, outstanding client service, attention to detail and personal advancement. This is the kind of work environment that brings the best out in our employees and in turn brings the best in our Clients. We welcome your experience and skills to our team and expect your effort and talent to be a part of our growth and success.

Yours truly,

For Paradigm IT Technology Services Pvt Ltd



Authorized Signatory




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

ParadigmIT Technology Services Pvt Ltd
www.paradigm.it.com

(formerly known as E Centric Solutions Pvt Ltd)

Regd. Office : 1st Floor, Innovative House, 6-3-663/G/4, Panjagutta, Hyderabad - 500 082. T.S. India.
Work: +91 44446000; | CIN - U72200TG2002PTC040141

BR BIMAN REALITY SOLUTIONS

REF/LR/2022-23/032

Dt. 23rd March 2023

Offer Letter

To,

Mr. Abhishek Vinayak Kajale
At. Chikhalse Post- Kamshet,
Tal-Maval Dist-Pune-410405
Phone: +91-8552944020
Email: skajale47@gmail.com

Dear, Abhishek

We are pleased to offer you an Employment with **Biman Realty Solutions, Pune** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Assistant Manager - Sales** and will be based at our **Head Office** located in **Baner Pashan Link Road** to start with.
2. Your date of commencement of Employment will be on or before **1st April 2023**.
3. You will be entitled for a compensation package (CTC) of **Rs. 3.5/- LPA**; the details of same will be discussed later. Gratuity, Bonus if applicable will be considered as extra benefit to you.
4. All taxes, duties etc. like Professional Tax as per rules and as applicable from time to time will be deducted at source.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. You will be governed by the HR Policy of the organization. Your employment will be subject to termination on **30 days' Notice or salary** in lieu thereof.
7. You will be under **probation period for 6 months** and successful completion of this probation period you will be confirmed.
8. Your appointment is transferable and / or deputation either permanently to any project either in this organization or to any sister / associate concerns which may be opened subsequently during the tenure of your services.
9. Also enclosed with this letter are the other terms and conditions of the employment acceptance.
10. Apart from the declared compensation package, you shall also be eligible for other incentives based on your and the organization's performance as decided by the management from time to time.



Cont.....2


DIRECTOR

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

OFFICE NO: 609, MONT VERT VELCOITY, BANER PASHAN LINK ROAD,
NEAR BALAJI CHOWK, PUNE 411021

- If at any in our opinion, which is final in this matter you are found non performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the organization shall be entitled to recover the damages from you.
- You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Organization having dealing with the organization and if you are offered any, you should immediately report the same to the Management.
- You will be responsible for safekeeping and return in good condition and order of all organizational property, which may be in your use, custody, or charge.

Yours Sincerely,

For Biman Realty Solutions



Authorised Signatory
Amit Raj Singh

I, **Abhishek Vinayak Kajale**, by signing this document below declare that I have reviewed and understood the terms & conditions of employment with Biman Realty Solutions and that I agree to abide by these terms & conditions mentioned above.

Signed,

Abhishek Vinayak Kajale

Date:

Important note:

Please bring along the below listed documents / details on your day of joining.

- a) Date of Birth proof certificate (Copy of passport / birth certificate / Aadhar Card)
- b) Original Academic Certificates (all from 10th to Highest)
- c) Original Resignation Letter with acknowledgement
- d) Relieving letter from previous employer (Original)
- e) ✓ Proof of compensation last drawn (3 Months - Original)
- f) 3 passport size photographs (Recent)
- g) Bank Statement (2months)




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Annexure – A

Name of Employee: Mr. Abhishek Vinayak Kajale

Total CTC: Rs. 3, 50,000/-

CTC Break Up		
	Monthly	Annual
Basic Salary	8,000	96,000
House Rent Allowance	3,200	38,400
Special Allowance	8,800	105,600
Fixed CTC	20,000	240,000
Lapis Benefit Basket		
Fuel Reimbursement	2,000	24,000
Uniform Allowance	417	5,000
Half Yearly Variable Pay	-	40000
Annual Variable Pay *		41000
TOTAL CTC		350,000

To be Paid Quarterly for 1st Quarter and then Monthly.

To be Paid Quarterly for 1st Quarter and then monthly.

- Half Yearly & Annual Variable Pay will be paid out to you basis the performance. The business targets basis which this component will be paid out to you shall be communicated to you separately.
- You would be eligible for Lapis Benefit Basket only if you are active employee and not on notice period or serving notice period.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

B2 BIMAN REALITY SOLUTIONS

REF/LR/2022-23/033

Dt. 23rd March 2023

Offer Letter

To,

Mr. Vishal Dayaram Yadav
Indrayani Colony Kamshet
Pune Maharashtra-410405
Phone: +91-9325408309
Email: vy6951208@gmail.com

Dear, Vishal

We are pleased to offer you an Employment with **Biman Realty Solutions, Pune** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as a **Assistant Manager - Sales** and will be based at our **Head Office** located in **Baner Pashan Link Road** to start with.
2. Your date of commencement of Employment will be on or before **1st April 2023**.
3. You will be entitled for a compensation package (CTC) of **Rs. 3.5/- LPA**; the details of same will be discussed later. Gratuity, Bonus if applicable will be considered as extra benefit to you.
4. All taxes, duties etc. like Professional Tax as per rules and as applicable from time to time will be deducted at source.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. You will be governed by the HR Policy of the organization. Your employment will be subject to termination on **30 days' Notice or salary** in lieu thereof.
7. You will be under **probation period for 6 months** and successful completion of this probation period you will be confirmed.
8. Your appointment is transferable and / or deputation either permanently to any project either in this organization or to any sister / associate concerns which may be opened subsequently during the tenure of your services.
9. Also enclosed with this letter are the other terms and conditions of the employment acceptance.
10. Apart from the declared compensation package, you shall also be eligible for other incentives based on your and the organization's performance as decided by the management from time to time.



Cont.....2

Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

OFFICE NO: 609, MONT VERT VELCOITY, BANER PASHAN LINK ROAD,
NEAR BALAJI CHOWK, PUNE 411021

Biman Realty Solutions is delighted to extend this offer to you. We hope that this relationship shall be beneficial to you and the organization in equal measure.

If you are agreeable to accept the job on the terms and conditions stated here-in-above, please sign and return the duplicate copy of this letter in token of acceptance of the same.

We wish you a remarkably effective and successful probation

Yours Sincerely,

For Biman Realty Solutions



Authorised Signatory

Amit Raj Singh

I, **Vishal Dayaram Yadav**, by undersigning this document, declare that I have fully reviewed and understood the details of the offer letter, compensation package, benefits and terms & conditions and that I agree with all the terms of my employment. I accept the employment opportunity extended by Biman Realty Solutions.

I will begin my employment latest by **1st April 2023**.

Sign

Vishal Dayaram Yadav

Date:



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Cont.....3

Employment Acceptance Terms & Conditions

- The offer to join Biman Realty Solutions is valid up to 5 days from the date of offer. The candidate must acknowledge and sign the offer letter along with the Terms & Conditions document to declare his intentions to join the organization.
- The candidate must join the organization by or before the date specified in the offer letter.
- Biman Realty Solutions will perform a criminal/public record background check prior to the joining date. If a candidate is found to have a public or criminal record, his/her offer will stand cancelled.
- If at any time Biman Realty Solutions discovers that details given at the time of the offering of employment are incorrect, the employment can be terminated without notice.
- After joining the organization, the candidate may be required to sign a service agreement for a period of 1 year.
- Biman Realty Solutions holds the right to terminate anyone's employment with immediate effect during the probation period.
- After accepting the offer, the candidates cannot work directly or indirectly for our clients outside the scope of official work defined.
- During the period of your employment with the Organization, you will devote full time to the work of the Organization. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Organization.
- You will not (except in the normal course of the organizations business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the organization's services or to any matter with which the organization may be concerned, unless you have previously applied to and obtained the written permission from the organization.
- You will be required to maintain utmost secrecy in respect of Work documents, commercial offer, design documents, Cost & Estimation, Supplier/ Vendor base, Technology, Software Package Licenses, organization's policies, organization's patterns & Trade Mark and Organization's Human Assets profile.
- You will be required to comply with all such rules and regulations as the organization may frame from time to time.
- Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Cont.....4

- If at any in our opinion, which is final in this matter you are found non performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the organization shall be entitled to recover the damages from you.
- You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Organization having dealing with the organization and if you are offered any, you should immediately report the same to the Management.
- You will be responsible for safekeeping and return in good condition and order of all organizational property, which may be in your use, custody, or charge.

Yours Sincerely,

For Biman Realty Solutions



Authorised Signatory
Amit Raj Singh

I, **Vishal Dayaram Yadav**, by signing this document below declare that I have reviewed and understood the terms & conditions of employment with Biman Realty Solutions and that I agree to abide by these terms & conditions mentioned above.

Signed,

Vishal Dayaram Yadav

Date:

Important note:

Please bring along the below listed documents / details on your day of joining.

- Date of Birth proof certificate (Copy of passport / birth certificate / Aadhar Card)
- Original Academic Certificates (all from 10th to Highest)
- Original Resignation Letter with acknowledgement
- Relieving letter from previous employer (Original)
- Proof of compensation last drawn (3 Months - Original)
- 3 passport size photographs (Recent)
- Bank Statement (2months)




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Annexure – A

Name of Employee: Mr. Vishal Dayaram Yadav

Total CTC: Rs. 3, 50,000/-

CTC Break Up		
	Monthly	Annual
Basic Salary	8,000	96,000
House Rent Allowance	3,200	38,400
Special Allowance	8,800	105,600
Fixed CTC	20,000	240,000
Lapis Benefit Basket		
Fuel Reimbursement	2,000	24,000
Uniform Allowance	417	5,000
Half Yearly Variable Pay	-	40000
Annual Variable Pay *		41000
TOTAL CTC		350,000

To be Paid Quarterly for 1st Quarter and then Monthly.
To be Paid Quarterly for 1st Quarter and then monthly.

- Half Yearly & Annual Variable Pay will be paid out to you basis the performance. The business targets basis which this component will be paid out to you shall be communicated to you separately.
- You would be eligible for Lapis Benefit Basket only if you are active employee and not on notice period or serving notice period.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Sub: Your confirmation as Assistant Technical Operator

Dear Varsha Dhumal,

We are glad to inform you that, after thoroughly evaluating your performance over the past one month, you are being confirmed as Assistant Technical Operator with Anjani food Products, effective from 15/3/23. The terms and conditions of your employment and your job responsibilities will continue to remain the same.

Your CTC package will be Rs. 2.5 lacks p.a.

We thank you for your enthusiastic contribution so far, and hope that you will continue to perform equally well in future.

We wish you all the best in all your future endeavours.

Regards,

Pinak Joshi.



GST NO : 27AASPJ7267Q1ZK

FSSAI NUMBER : 10019022008681

Company Address:

Milkar no. 959, Opp. Katoba High School,
At post Dive, Pune - Saswad Road,
Pune Rural - 412301.

Office Address:

Sr. No. 25, Ganesh Arcade,
Pune - Satara Road, Chaitanyanagar,
Dhankawadi, Pune - 411043.



Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Date : 06-01-2023

Page : 01

Mr. Shankar Trimbakrao Sable

Sub: Letter of Appointment.

Dear Mr. Shankar Sable,

We are pleased to appoint you as an **Area Sales Manager** in **Sales Avana** department with **Emmbi Industries Ltd.** on the following terms and conditions:

1. Appointment :

You have been hired as an Area Sales manager – Sales Avana in the organization with effect from 06 January, 2023. You will be based in our Mumbai Office and shall report to Head Sales Avana and in the absence of that, to or such other person in the Company as may be indicated to you from time to time.

2. Remuneration:

Your annual CTC will be Rs. 2, 47, 200/- (Two Lakhs Forty Seven Thousand Two Hundred Rupees Only). Your salary details are as attached in annexure "A".

3. Probation period:

Your service will be on probation for first 6 months during which you will be evaluated on multiple parameters at the end of probation period depending on your performance, employment will be confirmed.

4. Hours of Work:

Your working hours shall be such hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company and shall include the hours from 10:00 a.m. to 06:30 p.m., Monday to Saturday.

5. Conduct and Discipline:

You shall perform such duties as may from time to time be assigned to you and shall comply with all reasonable directions made by the Company. During your association with the firm, you shall well and faithfully serve the Company and use your utmost endeavors to promote its interests and devote the whole of your time, attention and abilities to its affairs.

You shall during the continuation of your association with Emmbi Industries Ltd.:

- Not engage in any other employment or competing activity, in the absence of prior written approval from the company, which may be withheld by the Company at its sole discretion. You will ensure that none of your family members will engage in any competitive activity.
- Not directly or indirectly accept any commission, profits, presents or gratification of any kind from any person, firm, or company having dealings with Emmbi and if you are offered any such commission, profits, presents or gratification, you shall immediately report the same to the company management in writing and if called upon to do so by the company, shall forthwith hand over the same to the company;

Corp. Off.: Ground Floor of the Main Building at Dani Corporate Park, 156, CST Road, Kurla, Santacruz (East), Mumbai 400099, INDIA



Scanned with CamScanner

Director

**Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.**

- Inform the company without delay of any dishonesty on the part of any other employee of the company that may come to your knowledge;
- Not willfully waste, spoil, embezzle or destroy any tools, implements, machinery or other property committed to your care or charge

6. Leave and other employment conditions:

You shall be entitled / governed by the company's leave rules and other HR policies as presented in the HR handbook of the company. Such rules are liable to change from time to time.

7. At-Will Employment: (Notice Period):

a. During Probation Period:

- Should you wish to leave the services of the company during probation period, you can do so by giving Fifteen days' notice. Similarly, your services are liable to be terminated by giving you Fifteen days' notice.

b. On Confirmation:

- After confirmation, your services may be terminated by the company without assigning any reason, by giving you ONE month notice or ONE month basic Salary in lieu thereof. Should you wish to leave the services of the company, you would give at least ONE month's notice in writing (excluding PL) & Management reserves the right to relieve you anytime during the notice period. In case of failure to give ONE month notice, Management reserves the right to deduct ONE month salary in lieu of. Your resignation will not be accepted till Management accepts the same in writing.
- The company, however, reserves the right to terminate the employee's services without any notice or notice period or notice pay for improper conduct or non-performance and in case of:
- Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in Attendance or other misconduct or neglect of duty or incompetence in the discharge of duty or breach of any of the terms conditions or stipulations of your employment;
- You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with our creditors or being held guilty by a competent court of any offence involving moral turpitude;
- The reconstruction or amalgamation of the company whether by way of winding up of the company or otherwise.

Although the terms and conditions of employment may change between the Employee and the Company, such changes will not affect the at-will employment relationship between the two parties.

Upon termination of your services, you shall handover charge to such person nominated for that purpose by the company and shall deliver to such person such property of the company as may be in your possession, custody or control.

8. Confidentiality & Intellectual Property Rights:

You agree that during the continuance of your employment and for one year post your separation from Emmbi Industries Ltd:

Corp. Off.: Ground Floor of the Main Building, Dani Corporate Park, 158, CST Road, Kalina, Santacruz (East), Mumbai 400098, INDIA.



Scanned with CamScanner

Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

- i. You shall not disclose, divulge, impart or reveal to any person or company any of the secrets or confidential operations, relationships, dealings or affairs of the Company which may come to the Employee's knowledge during his/her employment with the Company nor use or attempt to use such information in any manner which may cause loss the Company or its business;
- ii. You shall not in any manner whatsoever render, sell, supply, market or distribute, advise, assist, aid in establishing, managing, providing or developing or act as consultant or professional advisor in respect of the business of the Company or indulge in any of the above with reference to any products or services constituting part of the business of the Company, either on his own account or on behalf of any other person whether as an agent or as a licensee or as an advisor, consultant or under any other relationship;
- iii. You shall not in any manner provide or divulge any IPR or any information in any manner and form whatsoever for the purpose of and/or relating to the rendering, selling, supplying, marketing or distributing of products or services constituting part of the business of the Company including rendering any assistance for the purpose of improving, modifying, upgrading or making any betterment to any existing process, know-how, software methodology or technology whatsoever for the purpose of and/or relating to the manufacturing, selling, supplying, marketing or distributing of the same whether or not the same is patented or proprietary or otherwise;
- iv. You shall not in any manner directly or indirectly on his own account or as agent, partner, director or employee of any other person approach any of the clients or prospective clients of the Company for the purposes of soliciting any business nor shall he take up employment with or any other assignment from any of the clients or prospective clients of the company.;
- v. You shall not, either on his own account or in conjunction with or on behalf of any person, firm or company solicit or endeavor to entice away from the Company any of its employee or consultant whether or not such person would commit a breach of contract by reason of leaving service or office;
- vi. You shall not be employed by or employ or enter into partnership with any person, who had been within the period of 1 year preceding the date of the Consultants' termination, another employee or consultant of the Company or any of its associated companies;
- vii. You shall not by any means and at any time during the term of the Employment use any information whatsoever concerning the business or the affairs of the Company which you may possess during the course of your assignment with the Company in any manner which may cause loss or injury to the Company and should you come into possession of any confidential information, trade secrets or business methods you undertake irrevocably and unconditionally not to disclose these to any other party at any time (whether during or after his directorship or employment). The restrictions contained in this Paragraph shall not apply:
 - to any disclosure or use authorized by the Company or required by law or any regulatory and/or licensing authority;
 - to any trade secrets, business methods or information which may lawfully have come into the public domain; or
 - Any disclosure required by an order issued by a court of Mumbai jurisdiction.
- viii. You acknowledge and agree:
 - that each of the provisions in Paragraph 7 constitutes an entirely separate and independent restriction on you;

Corp. Off.: Ground Floor of the Main Building, Dahi Corporate Park, 158, CST Road, Kalina, Santacruz (East), Mumbai 400098, INDIA.
Tel: +91 22 4672 5555 | Fax: +91 22 4672 5554



Scanned with CamScanner

Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

- that the duration, extent and application of each of the restrictions are reasonable and no greater than is necessary for the protection of the interests of the Company;
 - that, if any such restriction shall be adjudged by any court of Mumbai jurisdiction to be void or unenforceable as going beyond what is reasonable in the circumstances for the protection of the interest of the Company but would be valid if a part of the wording thereof was deleted and/or the period thereof was reduced and/or the area dealt with thereby was reduced the said restriction shall apply within the jurisdiction of that court with such modifications as may be necessary to make it valid and effective; and
 - that the legal remedies for breach of the restrictions set forth in Paragraph 7 are inadequate and therefore agrees that, in addition to all other remedies available to the Company in the event of a breach or a threatened breach of
 - Any such restriction, the Company may obtain temporary, preliminary and permanent injunctions against any and all such action.
- ix. You acknowledge and agree that the compensation paid and payable to you under this Agreement constitutes valuable consideration to support the enforceability of the restrictions on you as set out in sub-clause i to viii herein;
- x. This covenant shall be interpreted in the widest possible commercial sense and shall be observed, in letter and in spirit.

9. Governing Law: *

The terms of your employment will be governed and interpreted in accordance with the laws of India.

10. Company Directives:

You will comply with all general or administrative rules, regulations and directives of the company as may be made from time to time, so long as they are not inconsistent with this agreement.

11. Legal Indemnification:

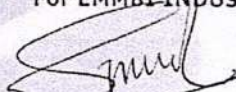
Without prejudice to the rights and remedies of the employer, you hereby legally indemnifies Emmbi Industries Ltd and or any of its directors from any damages, costs or disbursements resulting from any litigation in respect of the Restriction of Trade and Confidentiality clauses contained in any Contract of Employment entered into between the employee and any of his/her previous employers.

This Agreement is made subject to your not being under any obligation to any other employer. Please sign below as a declaration of having read, understood and agreed to the contents of this Agreement.

I look forward to a long term association with you. Best Wishes.

Yours sincerely,

For EMMBI INDUSTRIES LIMITED



SURESH SHETTY
SR. MANAGER - HR & ADMIN

I Accept
Shankar Sable,

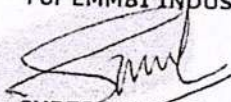
Corp. Off.: Ground Floor of the Main Building, Dani Corporate Park, 158, CST Road, Kalina, Santacruz (East), Mumbai 400008, INDIA.
Tel: (022) 2570 5555 / Fax: (022) 2570 5555



Scanned with CamScanner
Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

Annexure A		
Components*	Per Month	Annual
Basic	15100	181200
HRA	3233	38796
Monthly Bonus	1667	20004
Monthly Fixed CTC	20000	240000
Less Employee Esic	200	2400
Take Home	19800	237600
ESIC Employer Contribution	600	7200
Total CTC	20600	247200

Yours sincerely,
For EMMBI INDUSTRIES LIMITED


SURESH SHETTY
SR. MANAGER - HR & ADMIN

I Accept
Shankar Sable,

Corp. Off.: Ground Floor of the Main Building, Dani Corporate Park, 158, CST Road, Kalina, Santacruz (East), Mumbai 400098, INDIA.
Tel: +91 22 4872 5555 / Fax: +91 22 4872 0204




Scanned with CamScanner
Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



PASK INDUSTRIES PRIVATE LIMITED

CIN : U34300PN2021PTC206740

An IATF 16949:2016 Certified Company

Mfg. of Plastic & Sheet Metal Parts

Reg. Office : Plot No 2, Gat No. 444/4, Village Nighoje, Chakan, Tal. Khed, Pune - 410501.

Telephone No.: +91 83088 43617

E-mail : info@paskindustries.in

Date:26.07.2023

To,

MS. Sanchita Chikane

Appointment Letter

With reference to your interview with us, we are pleased to offer you a position in our organization as per the terms and conditions given below:

1. Your designation will be "Executive-HR".
2. Your total emoluments will be Rs.3,42,938.5/- CTC per annum; details of your pay package are given in the enclosure to this letter.
3. This offer is subject to a satisfactory reference check of your credentials being conducted by the Company, covering your educational qualifications, including certificates and other documents authentication, previous experience, etc. The Company shall have the right to terminate your service without notice, if the information given by you at the time of interview or in the application is found to be incorrect or in case of any serious misconduct or if the reference check leads to an adverse report of your credentials.
4. You will be on probation for a period of six month(s) following the date of your joining, after which you will be confirmed if your job performance is found satisfactory. The probation period can be extended at the discretion of the Company. You shall continue to be on probation, till your services are confirmed in writing by a letter of confirmation. In case your job performance is not found satisfactory during such period of probation, including extended period, if any, your services shall stand terminated on expiry of such period of probation or extended period of probation and you shall be informed of the same in writing.
5. After the completion of probation period for any reason if the company do not want to continue with you as an employee and vice versa. Your services are terminable with one month's notice on either side. The Company may, at its discretion, choose to terminate your services with one month's salary of notice period. vice versa you have complete 1 month notice period at the time of resignation or pay 1 month salary to company.



Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



PASK INDUSTRIES PRIVATE LIMITED

CIN : U34300PN2021PTC206740

An IATF 16949:2016 Certified Company

Mfg. of Plastic & Sheet Metal Parts

Reg. Office : Plot No 2, Gat No. 444/4, Village Nighoje, Chakan, Tal. Khed, Pune - 410501.

Telephone No.: +91 83088 43617

E-mail : info@paskindustries.in

Date:26.07.2023

6. Your present posting will be at PUNE. However, the Company reserves the right to transfer you to any of its offices/establishments/group companies, whether now in existence or to be set up hereafter. Your Joining date in the Company on 26.07.2023

7. Other terms and conditions of your employment will be as stated in the company staff manual and any subsequent amendments thereto.

Kindly confirm your acceptance of the above terms and conditions and the date of joining. latest by 26th July,2023 by signing and returning the enclosed copy of this offer letter. In case we do not receive your acceptance in writing by the date mentioned above, this offer shall stand withdrawn automatically.

Please bring the following documents, while reporting for duty:

- Copies of certificates in support of your age, qualification and experience including Degree mark sheet.
- Relieving letter from previous employer and pay slip or salary certificate.
- Copies of Permanent Account Number (PAN), Passport and Driving license, if any.
- 4 latest stamp size (3cms.X 3cms) colour photographs of yourself.

Looking forward to welcome you in our organization at the earliest.

Yours faithfully,

For
Pask Industries Pvt Ltd



Director



I Accept

Sanchita Chikane

Sign & Date

Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



PURITY GUARANTEED

To

Date: 20-10-2023

Aishwarya Vijay Koshti
Address- House No.139, Pipe Line Road , Yeshodha
Nagar,Pipe Line Hadko , Savedi ,Ahemdagar-414003.
MOB NO : 83798 10194

Sub: Offer for the Profile of Quality Assurance Executive

Dear Aishwarya,

This has reference to your application and subsequent interviews and discussions with us regarding a career opportunity at SNA Milk and Milk Products Pvt. Ltd.

We are pleased to offer you the position **Quality Assurance Executive** of our organization, on mutually agreed terms.

Henceforth your CTC will be a combination of a Fixed component of INR 1,44,000 (One Lakh Forty Four Thousand Only). Refer Annexure 1 for the break-Up of your salary.

You will be required to join your duties on **25th October 2023**, at Ahmed-Nagar Location, failing which this offer letter will automatically stand cancelled.

This offer is subject to the submission of the following documents on the date of joining.

- | | |
|---------------------------------|---|
| 1) Education Certificates (ALL) | 2) Proof of permanent Address |
| 3) Salary Certificate/Slips | 4) Relieving Letter of previous company |
| 5) Pan Number (Mandatory) | 6) 3 Passport size photographs & Updated CV |

We look forward to your joining our team for a long and successful career. Kindly sign the Duplicate in acceptance and confirm the date of your joining.

Thanking you,

Yours Sincerely

For SNA Milk and Milk Products Pvt. Ltd.

SNA Milk and Milk Products Pvt. Ltd.
P-25, Eastcourt Viman Nagar,
Pune-411014

Apurva S. Banerjee Manager-
Human Resource.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

SNA Milk and Milk Products Private Limited (CI N-U74999PN2016PTC164715)
HO F-25, East Court Phoenix, Viman Nagar, Pune-411014



PURITY GUARANTEED

Annexure1-

Your salary break up is as follows.

CTC	1,44,000	
DETAILS OF EMOLUMENTS	Amount (Rs.)	
	Annually	Monthly
Basic Salary	86,400	7,200
HRA	28,800	2,400
Special Allowance	28,800	2,400
PT(Deductions)	2,400	200
Net Pay (Approximate)	1,41,600	11,800

- PT will be levied as per the state slab
- Income tax will be deducted at source on the basis of your income tax planning for the financial year and as per the current income tax laws.

I have read and understood the above terms and conditions and hereby signify my acceptance of the same.

Signature: _____

Date: _____



Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

BR BIMAN REALITY SOLUTIONS

REF/LR/2022-23/039

Dt. 1st Sept 2023

Offer Letter

To,

Miss. Aakansha Dattaji Gaikwad

Do- Dattaji Gaikwad, Samadhan Bangala,

Patijat Colony Behind Civil Hospital-

Sangli Maharashtra-416416

Phone: +91-7620658890

Email: aakanshagaikwad272@gmail.com

Dear, Aakansha

We are pleased to offer you Employment with **Biman Realty Solutions, Pune** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Sales Executive** and will be based at our **Site Office** located in **Bavdhan** to start with.
2. Your date of commencement of Employment will be on or before **1st Sep 2023**.
3. You will be entitled for a compensation package (CTC) of **Rs. 2,40,000/-**; the details of the same will be discussed later. Gratuity, Bonus if applicable will be considered as an extra benefit to you.
4. All taxes, duties etc. like Professional Tax as per rules and as applicable from time to time will be deducted at source.
5. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
6. You will be governed by the HR Policy of the organization. Your employment will be subject to termination on **30 days' Notice or salary** in lieu thereof.
7. You will be under **probation period for 6 months** and after successful completion of this probation period you will be confirmed.
8. Your appointment is transferable and /or deputation either permanently to any project either in this organization or to any sister / associate concerns which may be opened subsequently during the tenure of your services.
9. Also enclosed with this letter are the other terms and conditions of the employment acceptance.
10. Apart from the declared compensation package, you shall also be eligible for other incentives based on your and the organization's performance as decided by the management from time to time.

Cont.....2



OFFICE NO: 609, MONT VERT VELOCITY, BANER PASHAN LINK ROAD,
NEAR BALAJI CHOWK, PUNE 411021


Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

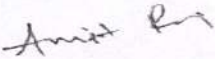
Biman Realty Solutions is delighted to extend this offer to you. We hope that this relationship shall be beneficial to you and the organization in equal measure.

If you are agreeable to accept the job on the terms and conditions stated here-in-above, please sign and return the duplicate copy of this letter in token of acceptance of the same.

We wish you a remarkably effective and successful probation

Yours Sincerely,

For Biman Realty Solutions



**Authorised Signatory
Amit Raj Singh**

I, Aakansha Dattaji Gaikwad, by undersigning this document, declare that I have fully reviewed and understood the details of the offer letter, compensation package, benefits and terms & conditions and that I agree with all the terms of my employment. I accept the employment opportunity extended by Biman Realty Solutions.

I will begin my employment latest by **1st Sept 2023**.

Sign

Aakansha Dattaji Gaikwad

Date:




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Cont.....3

Employment Acceptance Terms & Conditions

- The offer to join Biman Realty Solutions is valid up to 5 days from the date of offer. The candidate must acknowledge and sign the offer letter along with the Terms & Conditions document to declare his intentions to join the organization.
- The candidate must join the organization by or before the date specified in the offer letter.
- Biman Realty Solutions will perform a criminal/public record background check prior to the joining date. If a candidate is found to have a public or criminal record, his/her offer will stand cancelled.
- If at any time Biman Realty Solutions discovers that details given at the time of the offering of employment are incorrect, the employment can be terminated without notice.
- After joining the organization, the candidate may be required to sign a service agreement for a period of 1 year.
- Biman Realty Solutions holds the right to terminate anyone's employment with immediate effect during the probation period.
- After accepting the offer, the candidates cannot work directly or indirectly for our clients outside the scope of official work defined.
- During the period of your employment with the Organization, you will devote full time to the work of the Organization. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Organization.
- You will not (except in the normal course of the organizations business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the organization's services or to any matter with which the organization may be concerned, unless you have previously applied to and obtained the written permission from the organization.
- You will be required to maintain utmost secrecy in respect of Work documents, commercial offer, design documents, Cost & Estimation, Supplier/ Vendor base, Technology, Software Package Licenses, organization's policies, organization's patterns & Trade Mark and Organization's Human Assets profile.
- You will be required to comply with all such rules and regulations as the organization may frame from time to time.
- Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Cont.....4

- If at any in our opinion, which is final in this matter you are found non performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the organization shall be entitled to recover the damages from you.
- You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Organization having dealing with the organization and if you are offered any, you should immediately report the same to the Management.
- You will be responsible for safekeeping and return in good condition and order of all organizational property, which may be in your use, custody, or charge.

Yours Sincerely,

For Biman Realty Solutions

Amit Singh

**Authorised Signatory
Amit Raj Singh**

I, Aakansha Dattaji Gaikwad, by signing this document below declare that I have reviewed and understood the terms & conditions of employment with Biman Realty Solutions and that I agree to abide by these terms & conditions mentioned above.

Signed,

Aakansha Dattaji Gaikwad

Date:

Important note:

Please bring along the below listed documents / details on your day of joining.

- Date of Birth proof certificate (Copy of passport / birth certificate / Aadhar Card)
- Original Academic Certificates (all from 10th to Highest)
- Original Resignation Letter with acknowledgement
- Relieving letter from previous employer (Original)
- Proof of compensation last drawn (3 Months - Original)
- 3 passport size photographs (Recent)
- Bank Statement (2months)



[Signature]
Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

GUJARAT AMBUJA EXPORTS LTD.,

Factory:- Plot No.A-4 & A-4/1, MIDC Area, Village: Khadki (Bk), CHALISGAON-(M.S)
Email:-chalisgaon@ambujagroup.com

Mr. Sachin Patil,
At-Lonikh,
Post-Nahute,
Tal-Parola
Dist-Jalgaon

Dear Mr. Patil,

With reference to your application and subsequent interview you had with us. We are pleased to appoint you as **Chemist in Quality Control on Grade S1 w.e.f. 01.12.2022** you shall be based at **Chalisgaon**. The Job responsibilities shall be assigned to you from time to time on following terms and conditions:-

1. Monthly CTC will be Rs.20,000/- the breakup of which is given in the **Annexure - A**.
2. You shall be on probation for a period of 6 months, during which period your services shall be liable to be terminated without any notice and without assigning any reason therefore. The company reserves the right to extend or shorten the probationary period based on your performance and after satisfactory completion of the probation period. This will be confirmed in writing.
3. You will be allowed all the benefits and privileges of company's leave rules which remain in force from time to time.
4. You will be allowed the benefits of the provident fund as admissible under the company's rules from time to time.
5. Your services are transferable to any of the department, branches, and associated, affiliated and sister organizations anywhere in India or abroad at any time at discretion of the management. In such an event your services shall be governed by rules applicable to new department or branch or unit etc.
6. The company has right to terminate your service any time by giving one Month (not necessarily calendar month) notice in writing or one Month salary in lieu thereof.
7. You will not leave the company's services without giving one clear Month, (not necessarily calendar month) notice of your intention to do so in writing and that failing such notice, you will pay to the company by way of liquidated damages an amount equal to one Month salary and the company shall have the right to deduct such amount from money that be due to you from the company.
8. If your work is not found satisfactory your services can be terminated without any notice or assigning and reason by the management of the company.
9. During the continuance of your employment in the company, you will not without our prior consent, Enter any other service or be employed in any capacity for any part of your time with any another person firm or company and will devote yourself entirely to the work of the company with honesty and loyalty. You hereby give an undertaking that during employment you will not take out any copies whatsoever of drawings, plan specifications, reports or any written statements either prepared by you or by any other employee of the company and will not disclose, divulge or communicate to any person(s) whomsoever, any information of a secret or confidential nature relating to the trade or business of the company or to any of the matters mentioned above including methods, processes or appliances used by the company.

CIN - L15140GJ1991PLC016151 Regd. Off.: "AMBUJA TOWER", Opp. Sindhu Bhavan Sindhu Bhavan Road Bodakdev, Po Thaltej Ahmedabad 380059 079-61556677, Fax: 079-61556678, Email:info@ambujagroup.com, Website: www.ambujagroup.com."



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Ref: 785802 /1824138/Permt

Ms. Nandini Bhagwat Jagdhane
Shri Gajlaxmi Building
Bankarwadi East Moshi (Maharashtra) - 412105
Phone No: 8320910282

Subject - Offer of Appointment

Dear Ms. Nandini,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Customer Support** on U1 band, operating out of our **Pune** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 167420**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. 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.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **09-Dec-2022** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Sushant Pavse** at 9:30 AM to complete the joining formalities at Tech Mahindra Limited, [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.
7. 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.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Sushant Pavse** latest by **09-Dec-2022**.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

9. For any clarification / further Information on-

- Employment terms and conditions, please get in touch with **Anu Sikaria** (E-Mail: AS00652191@techmahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Encl: Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H -(Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Ref: GASPL/O1/20022020/895

Date: 20-Feb-2023

PRIVATE AND CONFIDENTIAL

Subject: Offer Letter

Dear Kalyani Vanam,

In our continuous pursuit for Talent, we look for Professionals driven by Vision, Passion and Action to achieve our organizational and their Individual goals. Based on your profile and various rounds of discussion, it has been observed that you display the Qualities required to be an Affinitian.

We are pleased to offer you the position of **Junior Associate - Website Developer Grade O1**. This offer is made after considering your education, total & relevant work experience, professional/ technical/process exposure and finally the internal parity. Your compensation details are attached in the next page.

We would be glad if you can join us as soon as possible, you should join us on or before **24-Feb-2023**. You need to confirm your date of joining in writing or over an e-mail. You shall abide by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time while in employment of our Company.

In case you do not communicate your acceptance of the offer within two days of receipt of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Company, in writing.

Formal appointment letter will be given to you after your joining our services. Please feel free to reach out to **Human Resources** (ae-in.hr-recruitment@affinityexpress.com) for any queries.

Please Note

a) As per our Company policy and part of joining formalities, all selected candidates/employees will undergo a background verification of their Educational & Professional Qualifications, Designation, Compensation, Nature of Employment and Relieving, Character & Conduct. The same will be initiated through an external agency. Reference/Background Check from your current employer will be initiated only after you have joined our services. Also, upon your joining you need to submit all the credentials and the same will be verified. You may need to undergo a medical examination / vision test during the employment as per your job profile requirement. Your appointment will be subject to satisfactory/positive report on all the above mentioned items.

b) You need to submit the following documents on joining

- I. Six passport size photographs
- II. Relieving/ Separation letter from the previous organization
- III. Copy of educational qualification certificates (from Xth Standard to the highest Degree)
- IV. Copy of PAN card, Aadhar Card,
- V. Age Proof, Photo identity Proof & Residence Proof
- VI. Proof of previous salary drawn (Copy of appointment/Latest Pay slip)

Welcoming you to the Affinity family and we look forward to a long & a fruitful association with you.

Global Advertisement Services Private Limited

CIN: U74999PN2010PTC135492

6th Floor, Wing 3, Cluster 'D',

EON Kharadi Infrastructure Pvt. Ltd. IT & ITES, Special Economic Zone,
Plot No 1, Survey No 77, Kharadi Knowledge Park, MIDC, Kharadi, Pune - 411 014.

Tel: 020 66120333

AffinityX.com



Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

COMPENSATION ENTITLEMENT SHEET

Expected Date of Joining: 24-Feb-2023

Name : Kalyani Vanam
Position description Junior Associate - Website Developer
Grade Description O1
Location Pune

Copy Distribution

Original: Employee

Copy 1: Personal File

Sr. No.	Components	INR (Per Month)	INR (Per Annum)
1	Basic	12,390	148,680
2	HRA	4,956	59,472
3	Meal Allowance	0	0
4	Leave Travel Allowance	0	0
5	Fuel and Vehicle Maintenance Reimbursement	0	0
6	Skill Development Allowance	1,421	17,046
7	Gross Remuneration (A)	18,767	225,198
8	Employer cont. to Provident Fund	1,487	17,842
9	Gratuity	596	7,152
10	Statutory Bonus	2,478	29,736
11	MLWF	6	72
12	Statutory Contributions (B)	4,567	54,802
13	Total Remuneration (A) + (B)	23,334	280,000

Important Notes:

1. After completion of three months of service, over & Above the Fixed Compensation structure you will be eligible to the Monthly Performance Incentive as per the Incentive Programs running in the respective month.
2. Employee's contribution towards statutory obligations and contribution to non-statutory welfare / employee benefit schemes will be made from the monthly gross remuneration of employee.
3. Bonus will be paid as per Payment of Bonus Act, 1965
4. Gratuity will be paid as per Payment of Gratuity Act, 1972.
5. Transport deduction will be done as per the grade, in case you avail the facility. This deduction will be done from the monthly remuneration.
6. Over and above Total Remuneration, employees are covered under a Group Personal Accident (GPA) Policy, Mediclaim policy according to rules of the company.
7. Income Tax liability is employee's responsibility.

For Global Advertisement Services Pvt. Ltd.

Shweta

Shweta Gajria
AVP - Human Resources

I accept & acknowledge

Kalyani Vanam

Global Advertisement Services Private Limited
CIN: U74999PN2010PTC135492
6th Floor, Wing 3, Cluster 'D',
EON Kharadi Infrastructure Pvt. Ltd. IT & ITES, Special Economic Zone,
Plot No 1, Survey No 77, Kharadi Knowledge Park, MIDC, Kharadi, Pune - 411 014.
Tel: 020 66120333

AffinityX.com



Director
Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

HYGEEIAS FOODSZ



DATE 02/09/2023

JOB OFFER LETTER

NAME:- KSHIRSAGAR VISHAL SANJAY

Ref:- QUALITY CONTROL OFFICER

Dear Kshirsagar Vishal,

I am writing to confirm my offer of a position at **SUNNY HYGEEIAS FOODS** as a **QUALITY CONTROL OFFICER** also in **R&D**. This position is offered subject to satisfactory reference and pre-employment checks and completion of the three-month probationary period, during which 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 02/09/2023. Your CTC will be 2.16 lacks p.a. Your salary will be paid directly into your bank account or cheque on the 15th of each month.

After one month's completion, you are entitled to take one week off, which will be decided by your reporting manager. You are entitled to receive two main meals (at the premises). Breakfast and evening tea is at the will of the manager. Employer or management has right to discharge you from duties if found fraudulent, unsatisfactory, unsocial or any act of damaging business or other parties of business.

You are not allowed to share any information of the organization or its intellectual property to any person or party.

You will be involved in training at your initial stage of employment which will be crucial to perform your duties. This training comprises of Food hygiene, fire safety, POS, business development, and grooming. you are not required to pay any training costs. You are required to give a notice period of one month If you are willing to leave the employment.

You are recruited to ensure quality & hygiene is maintained in the plant as well as all records & reports are maintained properly and submitted to your manager regularly. As a part of a team and it is agreed by you that you will not do any grouping, favoritism or leadership acts. If you are involved in such acts or misconduct which are against the organization or any associates of the organization, if found guilty then you will be responsible for all the financial losses occurred to the organization by all means and may result in lawful conduct.



HYGEEIAS FOODSZ



You shall not bring any organization property out of the premises nor are you allowed to bring anything that is not related to work and your duties to organization premises, if found then it will be considered as act of theft stealing and legal action will be taken with serious consequences

You are not allowed to eat or drink anything that is not meant for staff meals or approved by your manager. if found then it will be considered as act of theft/stealing and may result in serious consequences about your employment

You shall not drink alcohol or smoke or perform any unlawful act in premises not allowed to step in the premises after it of caught may result in lawful procedure.

You shall not get involved in any argument or fights with your co-workers You should always remember that you have joined the organization to earn money for your family and grow in the industry

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

Yours sincerely

Gayatri Nimhan

Designated Partner

For Hygeeias Foods LLP.





Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Rockwell Automation India Pvt. Ltd.

A-66, Sector-64,

Noida-201301 (U.P.) India

Tel: +91-120-457 1111

Fax: +91-120-421 7929

ccareindia@ra.rockwell.com

www.rockwellautomation.com

**Rockwell
Automation**

RAIL/HRD/LOI/2023

Date: Apr 2, 2023

SHIVLAL B. DAHARE

LETTER OF INTENT

Dear SHIVLAL,

This has reference to your application and the subsequent discussions you had with us. We are pleased to offer you the position of **PROPOSAL ENGINEER** in our Company. You will be presently operating from Pune with an understanding that your services are transferable anywhere in India or abroad at the discretion of the management.

Your gross remuneration package inclusive of all perks and details of your salary package are mentioned in the Annexure - 'A' to this letter.

You are expected to join us on or before April 6, 2023. The appointment automatically ceases in the event you do not join by the stipulated date, unless an extension is sought in writing and given accordingly.

A detailed Appointment Letter will be given to you at the time of joining the services of the Company. At the time of joining, you need to bring along a set of documents as mentioned in Annexure - 'B' to this letter. You also need to share scanned copies of these documents, at least 10 days prior to your date of joining.

Please acknowledge and return the duplicate copy of this letter as a token of your acceptance of this offer.

We look forward to your being a part of 'Rockwell Family'

Thanking you,
For Rockwell Automation India Private Limited

Pallav Purkayastha
Talent Acquisition & Engagement Lead



Director

Dnyansagar Institute of Management and
Research

Balewadi, Pune-411045.

Dhumale, Vijay AVL/IN

From: Kulshrestha, Manish AVL/IN
Sent: Thursday, April 28, 2023 6:51 PM
To: Dhumale, Vijay AVL/IN
Subject: Salary Revision Letter- Private & Confidential



Mr. Vijay B Dhumale
SAP ID: 11001030
Emp. Code: 2843

Date: April 28, 2023

PRIVATE & STRICTLY CONFIDENTIAL

Dear Mr. Vijay B Dhumale,

We have reviewed your performance and are pleased to inform you that your salary has been revised including market correction of INR 75000/- Per Annum as follows with effect from April 01, 2023.

Salary Components	INR
Basic	18563/-Per Month
House Rent Allowance	9282/-Per Month
Children Education Allowance	200/-Per Month
National Pension Scheme	0/- Per Month
Project Allowance	23558/-Per Month
Total A	51603/- Per Month
Provident Fund (Company Share)	2228/-Per Month
*Leave Travel Assistance	1547/-Per Month
*Bonus / Ex Gratia ** (* Payable Annually, ** If more than Bonus Limit)	1547/-Per Month
Gross Total	56925/- Per Month
MBO Based Performance Bonus	59400/- Per Annum
CTC	742500/-Per Annum

In line with AVL compensation policy the management is pleased to announce MBO based Performance Bonus amounting to INR 59400/- per annum, payable annually. This bonus will be based on the individual targets /tasks achieved and the overall performance of the business group company. The management at its sole discretion may add, amend or withdraw this amount in future.
Based on the achievements the bonus amount can be in the range of INR 0/- to INR 118800/-.

As the business landscape is very dynamic, in order to stay competitive and relevant in the market, it is agreed that it shall be open to the company, to amend current policies or introduce new policies as per prevailing business situation. These changes have been communicated to you in the past and will continued be communicated in time, duly to you.

We hope that you will continue to perform better by working with full zeal and interest for the growth of the organization.

With best wishes,

Deepak Kapur




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

AVP- Corporate HR

AVL India Pvt. Ltd.

Remarks: This letter is electronically generated hence no signature required

Please acknowledge by replying to this email mentioning "accepted" keeping your manager in copy. In case we do not receive the email response by 29th April 2023 it will be deemed accepted and your payroll will be processed as per aforesaid revised salary.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

EMPLOYMENT OFFER LETTER

06/14/2023,
Ms. Ashwini Dnyaneshwar Thorat

Confidential

Dear Ashwini Dnyaneshwar Thorat,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ("Capgemini" or "Company") starting from **06/16/2023** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**.

B) You will be required to work at the Company's offices in **Pune**.

C) You have to report by 8:30 am at **Pune** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Capgemini Technology Services India Limited, A-1, Technology Park,
MIDC, Talwade, Pune - 412 114

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

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh And Two Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

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

Page 1 of 14




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.3,395.00	Rs.40,740.00
Advance Statutory Bonus **	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.21,544.00	Rs.258,528.00
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.288,792.00
Total Cash Compensation		Rs.288,792.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs. 300,002.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
3. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
4. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ** These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

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

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

NOTE:

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

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

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

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

G.) Probationary Period:

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

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

Page 3 of 14




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

I.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions
 - a. You will submit relevant documents as mandated by the Company.
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini).
 - g. Your background verification check (including address, academics, employment, criminal etc. as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
 - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.
 - a. You should clear the final degree examination and submit your Highest Degree/Provisional Certificate/Consolidated marksheet and/or Final year Mark sheet, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 08/15/2022 (for current year pass outs), our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - b. You will be required to clear if applicable, the mandatory Entry Level Certification Training Test ("Test") of the Company in the first attempt. In case the Test is applicable, the details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such Test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.
 - c. As a condition of your employment with the Company, you may be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In case of such consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review. You fill the complete Background verification link given along with the welcome mail of the offer.
 - j. That you have obtained / scored a minimum percentile in all semesters of your graduation course, as per the eligibility criteria specified to you during the hiring process.
 - k. You will join our Fresher training if applicable to you and for successful completion of training you will be evaluated upon defined parameters and will be required to score a minimum percentage. Details pertaining to fresher training will be provided to you separately at the time of on-boarding.
2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, fabricated or forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

J.) Your employment with the Company will also be governed by the terms and conditions of employment contained in **Exhibit 1** attached hereto.

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

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

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

For Capgemini Technology Services India Limited



Anilkumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

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

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

Name: Ashwini Dnyaneshwar Thorat

Date: 06/14/2023

Page 5 of 14




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

EXHIBIT 1

Terms & Conditions of Employment with Caggemini Technology Services India Limited

1. CURRENT WORK LOCATION:

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

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

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

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

2. DUTIES AND RESPONSIBILITIES:

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

3. COMPENSATION:

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

4. TRAINING:

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

5. COVENANTS AND REPRESENTATIONS:

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

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

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




Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

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

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

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini and communicated to you in writing.

5.10 Unless specifically authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1968 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

5.15 You hereby represent to the Company that:

- a) you are legally permitted to reside and be employed in India.
- b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same.
- c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications.
- d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you.
- e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
- f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you.
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent.
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care.
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information.
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you.
- f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company).
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company.
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information, and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

- a) was in your possession before receiving the same from the Company pursuant to this Letter.
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third-party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively 'Developments') that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively 'Moral Rights'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves its right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.

Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws and/or in the Company policies.
- (iv) In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrance by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 **Notice:** All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 **Severability:** The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 **Publicity:** You shall not use the name and/or trademark/logo of Capgemini, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 **Non-Disparagement:** During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 **Waiver:** No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 **Integration:** This Letter along with its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 **Survival:** Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 **Dispute Resolution/Governing Law:** The Parties to this Agreement shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 **Rights to Injunctive Relief:** You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____ residing at _____, do hereby provide my express consent to my employer, Capgemini Technology Services India Limited, having its registered office at No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, MIDC - SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:
 - a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
 - b) payroll processing agencies for processing my payroll (including reimbursement claims),
 - c) law enforcement agencies,
 - d) to comply with a judicial/quasi-judicial order,
 - e) auditor (including internal auditors, statutory auditors or Capgemini's clients or their auditor) for the purpose of audit,
 - f) insurance companies for the purpose of group insurance, personal accident insurance etc.
 - g) service providers providing services for biometric access to office premises for monitoring attendance,
 - h) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.
2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:
 - a.) affiliates of the Company for administrative purposes and/or audit,
 - b.) clients/prospects in relation to any staff augmentation assignments.
3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.
4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.
5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.
6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.
7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name:
Signature:
Date:

Page 12 of 14




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

ANNEXURE I (A)

Onboarding Documents

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

1.	Hard copy / email copy of Capgemini offer letter shared with you.
2.	<p>Employment Documents:</p> <p>Current Employment(Immediate Previous) a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months c) Form 16/Form 16A d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date</p> <p>Previous Employment/Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day</p>
3.	<p>Education Documents a) 10th Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheet and certificate/Diploma certificate. d) Post-Graduation Marksheet and degree certificate (If applicable) e) Any other relevant certificate</p>
4.	<p>Proof of Identity/ Address a) PAN Card b) AADHAAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any Two of the below proofs i) Voters Id ii) Driving License iii) Ration card iv) Electricity Bills v) Gas card vi) Notarized Self Affidavit</p>
5.	Passport size photographs (6 nos.)
6.	<p>Self Employed/CO-owner/Freelancing/ Partnership employment(s) (if applicable) a) Form 16/Form 26AS b) Bank statement for 6 months c) Shops & Commercial Establishment Registration Certificate d) Co-Owner/Partnership/Ownership – Required partnership/ownership dissolution deed</p>
7.	Cancelled Cheque of Saving Bank Account having IFSC Code details – Mandatory
8.	Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory.



ANNEXURE I (B)

Background Verification

Reference terms:

Cappgemini adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Graduation/Bachelor's Degree/Post Graduate Degree etc.)
- Professional Experience & Employment(s) Credentials.

Note: Based on certain business requirement and statutory rules, Cappgemini may initiate certain additional checks during your tenure in Cappgemini and by accepting this offer you agree to undergo such additional checks when required. Cappgemini will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents within 7 calendar days from the date of receipt of this offer:

- Fill the standard application form by clicking the New Employee Wizard link (received from SuccessFactors Onboarding <auto.noreply@cappgemini.com>). (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload back the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet**.
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for 5 years of employment or past 2 employers whichever is higher.

Form 16 - Part A only.

Bank statement for last 3 months - [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer such that only salary credits of previous employment are visible.

Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers
- These letters should clearly mention your last working day with your previous employers.

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to submit the original experience/relieving letter to Cappgemini HR department / email the same to the following email address backgroundverification.in@cappgemini.com not later than 14 days of your joining***

Court Verification Forms

- Court Record form

Note:

All of these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All of the above forms are submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence address for verification; alternatively they may also call you or ask you to visit the nearby Police Station.

You are required to submit all the documents with 7 days from receiving this Offer, failing which offer will be revoked

Important points to note:

- In an event you fail to submit the required documents to the HR department within 30 days of first intimation/date of joining and after 2 reminders, Cappgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Cappgemini reserves to take disciplinary actions which inter alia includes termination from service without notice.

***In case your last employer do not provide experience letter you may provide the relieving letter, however please ensure that the relieving letter has last working day clearly mentioned.

Please note that Cappgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2021. All rights reserved by Cappgemini.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



Sharing a Knowledge Lit World
www.mkcl.org

MAHARASHTRA KNOWLEDGE CORPORATION LIMITED

CIN: U80302 PN2001 PLC135348

ISO 9001:2015 Company

Date : July 29, 2023
Ref : MKCL :HRD.16

Ms. Apurva Vibhute

Subject: Offer of Fellowship.

Dear Ms. Apurva,

This refers to our discussions with you on the above-mentioned subject.

I am pleased to inform you that considering your performance review and recommended by Mr. Revati Namjoshi, General Manager, School Education Transformation Program (SETP), Maharashtra Knowledge Corporation Ltd. (MKCL) has decided to offer you fellowship assignment from August 01, 2021 to July 31, 2023. Your current place of posting will be at MKCL's office, Pune, However, later you may be posted at other location.

You will be paid a stipend of Rs. 15,000 (Rupees Fifteen Thousand Only) per month. Taxes as applicable will be deducted from the above-mentioned stipend amount. The additional benefits and facilities are also enlisted in Annexure A attached herewith. Your fellowship shall be governed by the various policies, rules and regulations of MKCL as may be applicable from time to time.

The fellowship may be terminated by either party giving the other, one month's notice in writing or may be terminated as agreed mutually.

You will be entrusted with the roles and responsibilities in MKCL's SETP Program and other allied areas.

While we do look forward to your deep involvement in MKCL's mission, you are requested to convey your acceptance of this offer within 2 days of receipt by you by email to hrd@mkcl.org with subject line "My acceptance of offer of Fellowship" and stating that "I hereby convey my acceptance of offer of Fellowship on the terms and conditions conveyed to me vide letter dated July 29, 2023", failing which this offer shall stand withdrawn.

With best wishes,

Sincerely Yours,

Komal Chaudhary
Chief Executive Officer

Enclosure: Annexure A: General Rules

Registered Office: ICC Trade Tower, 'A' Wing, 5th Floor, Senapati Bapat Road, Shivajinagar, Pune 411 016, Maharashtra, India.
Tel.: +91 20 4011 4500/ 4011 4501, Fax No: +91 20 2563 0302

Branch Office: ICC Trade Tower, 'B' Wing, 5th Floor, Senapati Bapat Road, Shivajinagar, Pune 411 016, Maharashtra, India. Tel.: 020- 2563 1300/ 01

Branch Office: Seawoods, Plot No. 30, Sector 42-A, Nerul, Navi Mumbai 400 706, Maharashtra, India. Tel.: +91 22 27715021/ 22, Fax No: +91 22 27715025



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

November 3rd, 2022

LETTER OF OFFER

Dear Akash,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you appointment in our organization effective from **November 4th, 2022** as **Technical Recruiter**, for our Pune Office on the following terms & conditions:

- This Offer is valid on or before the aforementioned joining date and subject to the submission of the accepted signed copy of the resignation and relieving letter from your present employer within 3 working days from the date of receipt of this letter
- You will be paid Rs. ₹ 3,60,000 (Rupees Three Lakh Sixty Thousand Only) Per annum Cost to Company basis as per Annexure – I enclosed herewith. All payments are subject to deductions as the provisions under various State Government and Central Government enactments
- You will be bound by the Terms & Conditions of the Employment Agreement, Company Policy and Rules Regulations, Standing Orders in force and framed by the company from time to time in relation to your service condition, which will form part of your terms of employment
- Your appointment is being made on the basis of your particulars such as qualifications etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or salary in lieu of notice
- Your employment by the Company is conditional upon and subject to the completion of a background check, and approval thereof by the Company, in its sole discretion.

We congratulate you on your employment with us and wish you a long and successful career with us.

Yours Sincerely

FOR INTELLISWIFT SOFTWARE INDIA PVT LTD



Name: Santosh Bangera

Title: Senior Director – HR & Operations

I accept the terms and condition of offer letter in totality.

Name: Akash Giri

Registered Office: A/160, Satyam Tower, Someshwar Complex-1, Satellite Rd, Ahmedabad - 380 015, Gujarat.

CIN: U72200GJ2002PTC041725 | www.intelliswift.com

Pune | Bengaluru | Chennai




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

ANNEXURE I

Computation of CTC	
EMP_FIRST NAME	Akash
EMP_LAST NAME	Giri
DESIGNATION	Technical Recruiter

Salary Income - Components		Monthly	Annually
1	Basic	₹ 12,250	₹ 147,000
2	HRA	₹ 6,125	₹ 73,500
3	Conveyance Allowance	₹ 1,600	₹ 19,200
4	Food Allowance	₹ 800	₹ 9,600
5	Medical Reimbursement	₹ 1,250	₹ 15,000
6	Bonus	₹ 787	₹ 9,444
7	SD Allowance	₹ 5,000	₹ 60,000
A.	Gross Salary [1+2+3+4+5+6+7]	₹ 27,812	₹ 333,744
CTC Deduction - Components		Monthly	Annually
8	Company's Contribution to PF[12%+1%]	₹ 1,593	₹ 19,116
9	Gratuity	₹ 589	₹ 7,068
10	LWF	₹ 6	₹ 72
B.	Total - CTC Deduction [8+9+10]	₹ 2,188	₹ 26,256
C.	Total Cost to Company [A+B]	₹ 30,000	₹ 360,000

Notes :

- All payments are subject to appropriate taxation.
- All payments would be as per company's rules & regulations , and administrative procedures in force.
- The salary structure is liable for modification from time to time.
- Company's & Employees's contribution to PF is calculated considering basic pay of ₹.15000/-.
- PF, ESIC, Gratuity, Bonus, Professional Tax, LWF & TDS are applicable as per respective acts.
- Gross Salary excludes Employee's PF contribution, P.T, LWF & applicable TDS.

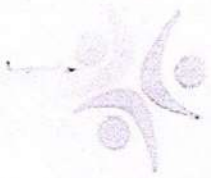
All Payments, like Salary, Perquisites, Reimbursements, Incentives, Bonuses and Commissions are all subject to the Provisions of Tax Laws.

Registered Office: A/160, Satyam Tower, Someshwar Complex-1, Satellite Rd, Ahmedabad - 380 015, Gujarat.
CIN: U72200GJ2002PTC041725 | www.intelliswift.com

Pune | Bengaluru | Chennai



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



SYNERGIZE

V SYNERGIZE OUTSOURCING PVT. LTD.

Ground Floor, North Side, IT6 Building, SEZ, Qubix Business Park Pvt. Ltd.

Rajiv Gandhi InfoTech Park, Phase 1, Hinjewadi, Pune - 411057.

Tel. : 020 - 6795 9715 Fax : 1-503-256-6553

Email : info@vsynergize.com URL : www.vsynergizeoutsourcing.com

CIN : U72200PN2010PTC136750

11th February, 2023

Gayatri Shinde,
Pune Maharashtra.

Offer Letter for the position of: HR Recruiter.

Dear Gayatri,

We are pleased to offer the position in our organization title of, "HR Recruiter" in HR Department. The Compensation details as mutually discussed is attached (Annexure I)

You are requested to join us on or before **14th February, 2023** along with all testimonials attached annexure II, failing which this offer will stand get cancel automatically. Appointment letter with all the terms and conditions shall be handed over to you on your joining. However, your appointment is subject to clearance of background verification check and medical checkup report & solely at discretion of the management.

Kindly sign the duplicate copy of the offer letter and returned to us as receipt of acceptance.

Thanking you,

For Vsynergize Outsourcing Private Ltd.



Tejas Surve

Assistant Manager – HR & Employee Relation

Candidate Signature:




Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



SYNERGIZE OUTSOURCING PVT. LTD.

Ground Floor, North Side, ITG Building, SEZ, Qubix Business Park Pvt. Ltd.
 Rejiv Gandhi InfoTech Park, Phase 1, Hinjewadi, Pune - 411057.
 Tel. : 020 - 6795 9715 Fax : 1-508 256 6553
 Email : info@vsynergize.com URL : www.vsynergizeoutsourcing.com
 CIN : U72200PN2010PTC136750

Salary Annexure - Gayatri Shinde

Salary Component	Per Month (Rs.)	Per Annum (Rs.)	Comments
CTC	20,500.00	2,46,000.00	Cost to Company (Excluding Incentive)
Basic	8,630.00	1,03,560.00	
HRA	570.00	6,840.00	
Skilled Based Allowance	6,068.00	72,816.00	
Assured Gross (A)	15,268.00	1,83,216.00	
Attendance Allowance	1,500.00	18,000.00	**Attendance Allowance benefit is applicable only when an employee is present for all working days in a month.
Conveyance Allowance	2,000.00	24,000.00	*Company Transportation if applicable, Conveyance Allowance will be fully deducted.
Additional Benefits (B)	3,500.00	42,000.00	
Total Gross Salary (A+B)	18,768.00	2,25,216.00	
Employer PF Contribution	1,122.00	13,464.00	PF Employer contribution 13.00% & Employee Contribution 12% of Basic Salary (If applicable)
Employer Esic Contribution	610.00	7,320.00	Esic Employer Contribution 3.25% & Employee Contribution 0.75% of Total Gross (If applicable)
Employer Contribution (C)	1,732.00	20,784.00	
Incentive (D)	-	-	
CTC (AB+C+D)	20,500.00	2,46,000.00	Cost to Company
Note :-			
1. 1. You will be eligible to get Mediciam insurance as per company mediclaim Policy & applicable premium will be deducted from your monthly payroll			
2. Professional Tax and all incidence of income tax will be borne by the employee as per income tax rule.			
HR Signature		Candidate Signature	



Director
 Dnyansagar Institute of Management and Research
 Balewadi, Pune-411045.



PURITY GUARANTEED

To

Date: 20-10-2023

Priyanka Popat Shelar.
Address- House No.139, Pipe Line Road , Yeshodha
Nagar,Pipe Line Hadko , Savedi ,Ahemdnagar-414003.
MOB NO : 83798 10194
email I'd- : piyu5229@gmail.com

Sub: Offer for the Profile of Quality Assurance Executive

Dear Priyanka,

This has reference to your application and subsequent interviews and discussions with us regarding a career opportunity at SNA Milk and Milk Products Pvt. Ltd.

We are pleased to offer you the position **Quality Assurance Executive** of our organization, on mutually agreed terms.

Henceforth your CTC will be a combination of a Fixed component of INR 2,40,000 .
Refer Annexure 1 for the break-Up of your salary.

You will be required to join your duties on **25th October 2023**, at Ahmed-Nagar Location, failing which this offer letter will automatically stand cancelled.

This offer is subject to the submission of the following documents on the date of joining.

- | | |
|---------------------------------|---|
| 1) Education Certificates (ALL) | 2) Proof of permanent Address |
| 3) Salary Certificate/Slips | 4) Relieving Letter of previous company |
| 5) Pan Number (Mandatory) | 6) 3 Passport size photographs & Updated CV |

We look forward to your joining our team for a long and successful career. Kindly sign the Duplicate in acceptance and confirm the date of your joining.

Thanking you,

Yours Sincerely

For SNA Milk and Milk Products Pvt. Ltd.

SNA Milk and Milk Products Pvt. Ltd.
F25, Eastcourt, Viman Nagar,
Pune-411014.

Apurva S. Banerjee Manager-
Human Resource.

SNA Milk and Milk Products Private Limited (CI N-U74999PN2016PTC164715)
HO F-25, East Court Phoenix, Viman Nagar, Pune-411014




Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Ref No.: 149577/2023

Nov 05, 2023

Shubham Arun PatilSr no 140 plot no 17 Pranjali Maitri, Nandanvan Society Gurudwara Road Chinchwad
Pune, Maharashtra, 411033**Subject: Employment Letter****Dear Shubham Arun Patil**

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs.340,000/-** per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **November 10, 2023** at 10.00 am and your work location will be **Pune**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Atos | Syntel

Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

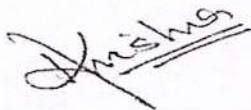
You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) 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 into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



Adarsh Krishna
Deputy General Manager - HR

Encl: Acceptance Copy & Annexure A, Terms and Condition & Checklist

I accept the offer on the stipulated terms and conditions and shall join Atos|Syntel on _____ date and signature _____




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Annexure A – Salary Distribution

Name : Shubham Arun Patil
Designation : Associate Consultant
GCM Level : GCM 1
Career Track: : Operations

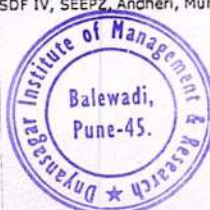
Pay and Allowance	Rs Per Annum
Basic Pay	140000
Co's Contribution to Provident Fund	21600
House Rent Allowance	70000
Advance Statutory Bonus	30700
Basket of Allowance	77700
Annual Cost to Company (CTC)	340000

Notes:

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

Adarsh Krishna

Adarsh Krishna
Deputy General Manager - HR





MANLITICS

B2B ITEX PVT. LTD.

Dear Shidheshwar Pallewad,

We have pleasure in appointing you in our Company as Research Analyst at Pune or in such other capacity the management shall from time to time determine. Please note that the employment terms contained in this letter are subject to Company policy.

1. APPOINTMENT

- Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than 6th June 2023.
- You will be on probation for a period of Three months from the date of your appointment. If in the opinion of the Company, you are found suitable in the appointed post you will be confirmed.
- The retirement age is 58 years.
- You will be liable to be transferred in such capacity as the Company may from time to time determine to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

2. OTHER BENEFITS

You will be entitled to the following:

- Leave, holidays and working hours as applicable to your category of employees and location of posting.
- Perquisites, if any, as applicable to your category of employees and / or based on functional requirements as determined by the company.

3. RESPONSIBILITIES

- In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of Manlitics, whether directly or indirectly.
- You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.
- We at MANLITICS are committed to ensure "Integrity" in all aspects of its functioning. Please ensure that you comply with the policies of the company as they form an integral part of the terms of employment with Manlitics. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a

Reg. Office : Dubey Niwas, Chinchapada road, Kalyan, Thane, MH, India-421306.

Head Office : Office no-108-109, Supreme Headquarters, Baner, Pune MH, India-411045.

Corporate Office : Off. No-804, Ashar IT Park, B-Wing, Rd.no-16Z, Wagle Estate, Thane(W), MH, India-400604.

Mob.: +91 7758886468 Email: info@manlitics.com Website: www.manlitics.com



Scanned by TapScanner
Balewadi, Pune-411045.



MANLITICS

B2B ITEX PVT. LTD.

periodic basis and new Policies may be introduced from time to time. As and when this happens, the Company will notify you and you will be required to comply with the same.

- d) Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or this letter, shall immediately be brought to the notice your Business Unit Head.
- e) In connection with your employment and during the term of your employment you shall disclose and assign to MANLITICS as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property

4. CONFLICT OF INTERESTS

- a) You are required to engage yourself exclusively in the work assigned by MANLITICS and shall not take up any independent or individual assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b) You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Manlitics.
- c) The Conflict of Interests Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Manlitics (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
- d) Any employee of MANLITICS to terminate their employment with MANLITICS or to accept employment with any competitor, supplier or any customer with whom you have a connection.
- e) Any customer or vendor of Manlitics to move his existing business with Manlitics to a third party or to terminate his business relationship with Manlitics.
- f) Any existing employee to become associated with or perform services of any type for any third party.
- g) In case of any conflict or doubt, please discuss the matter with your Business Unit Head, understand the position of MANLITICS and resolve the conflict

5. CONFIDENTIALITY

- a) In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the confidentiality policy of the company. Therefore, please ensure that you maintain as secret and confidential all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by MANLITICS and in the course of your employment. This covenant shall endure during your employment and for a period of one year from the cessation

Reg. Office : Dubey Niwas, Chinchapada road, Kalyan, Thane, MH, India-421306.

Head Office : Office no-108-109, Supreme Headquarters, Baner, Pune MH, India-411045.

Corporate Office : Off. No-804, Ashar IT Park, B-Wing, Rd. no-16Z, Wagle Estate, Thane(W), MH, India-400604.

Mob.: +91 7758886468 Email: info@manlitics.com Website: www.manlitics.com



Scanned by TapScanner
Director's Institute of Management and Research
Balewadi, Pune-411045.



22-JAN-2023

Letter Of Appointment

To,
Ms. Akanksha Suryawanshi
At Post Garawade, Tal Patan Dist: Satara
Garawade
Patan

Dear Ms. Akanksha,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1425311/BOM/Business Process Outsourcing Services/BTN dated 15-Jan-2023 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 22-JAN-2023.

Your Trainee ID is 1931158.

I take this opportunity to extend you a warm welcome to the TCSL Family !

Yours sincerely,
For TATA Consultancy Services Limited

Rustom Beheram Sigamporia
Head Talent Acquisition BPO Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai 400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

Registered Office: Nirmal Building, 5th Floor, Nariman Point, Mumbai 400 021



TCS Private & Confidential

Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Ms Meharpriti Mune
Employee ID: 00138780
Unit: PES SBU

Dear Meharpriti,

This is with reference to your application and the subsequent interviews you had with us. We are pleased to appoint you in our company with effect from 09.10.2023 as:

Role: Trainee
Designation: Trainee
Grade: A Grade

The broad terms of this appointment are as follows:

1. You are being hired for our SEZ Unit at Plot no.17, Rajiv Gandhi Infotech park, Phase 3, MIDC-SEZ, Hinjawadi, Pune 411057, You will be a confirmed employee from the date of joining, Please note that you may be required to work at any other location for specific assignments, depending on exigencies of work.
2. Your Total Target Compensation will be Rs.325,000.00 /- and the compensation package will comprise of the components specified in ANNEXURE A & B.
3. Compensation structure as well as the structure governing role/grade/designation is liable for modification from time to time at company's sole discretion.
4. For fulfilling the company's business needs from time to time, 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 Technologies 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 Technologies Limited & customer for you moving to customer's roll etc.
6. You will be entitled to paid leave as per company policy.
All female employees are eligible for Maternity, Adoption, Miscarriage Leave & relevant benefits as per The Maternity Benefit (Amendment) Act.
7. You will be bound by the company policies which will be communicated to you, from time to time. It will be your responsibility to keep yourself abreast of the same and comply with code of conduct & all the Company policies.
8. You will not undertake any representation or employment, retainership, assignment, apprenticeship / traineeship, consultancy engagement or in any other manner whatsoever, or carry out any other profession / business / activity / vocation, nor engage in any such activities (even if such association, activity, etc. is on part-time basis) for any other company while in the employment of KPIT Technologies Limited.

Contd.2




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

9. 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.
10. Your training period, which will include formal training and on-the-job assignments, will be for a maximum period of one year from the date of joining.
11. On joining you would undergo a rigorous training program (formal training and on-the-job assignments) with us. During this period you will be assessed at regular intervals. In case your performance during training period is not satisfactory, the company has the right to terminate your services with immediate effect without any notice or without any salary in lieu of.
12. During the course of your assignment, you will deal with some important or confidential information and/or material either of the company or of the client. It is understood that you will not part with this information to anyone at any point of time without the written consent of the company.
13. You will be responsible for the proper care of all hardware, software and other related valuables entrusted to you.
14. You will be required to read and comply with the confidentiality undertaking of the company.
15. Your continued appointment will be based on several factors which will be reviewed from time to time, including, the accuracy and completeness of all the information mentioned in your application and the interviews you had with us, your flexibility in taking on assignments which are allotted to you after due discussions and your overall performance in the company.
16. In case your performance is not satisfactory as per the role expectations, the Company has the right to initiate strict actions deemed fit.
17. This appointment may be ended by either side with a notice period of 90 days or pay in lieu of notice. The discretion to accept pay in lieu of notice rests with the company and you will be bound by any such decision, which will be taken based on work exigencies and you therefore may be required to work through the notice period. In case you resign at your own will, the company reserves the right to release you prior to the notice period of 90 days, taking into consideration business needs and work exigencies and the company will not be liable to make any payment in lieu of the notice period.
18. The company also reserves the right to recover the costs of any specific expenditure incurred at the time of joining (relocation expenses, joining bonus etc. if any), either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfill your part of the obligation, either to travel or to complete the assignment.
19. In case your services are terminated by the company for any reason whatsoever including termination due to breach of the existing policies or for any kind of misconduct, then the company may take the decision of releasing you with immediate effect and will not be liable to pay the notice payment for the full or balance notice period.

Contd.3




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

20. The company has taken you on rolls on the basis of the bonafide statements and facts provided by you. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.

21. You are required to submit all documents that have been detailed in the offer letter, to the company within 30 calendar days of your date of joining. In the event that you do not submit all the required documents as detailed in the offer letter within this time period, the discretion to terminate your services (the employment relationship may be treated as 'void ab initio') rests with the company and you will be bound by any such decision.

22. During the term of this agreement, you shall devote as much of your productive time, energy, and abilities to the performance of your duties hereunder as is necessary to perform the required duties in a timely and productive manner.

23. Limitations on Authority:

Under the general terms and conditions of employment relationship between you and the company, you are not authorized to and must not, at any time:

- i Trade on your own account by pledging the credit of the company.
- ii. Enter into any transaction of a speculative or gambling nature or otherwise subject the company to risks, which are beyond the company's financial capacity to bear.
- iii. Enter into any commitment, dealing or obligation on behalf of the company, except to the extent you are for the time being empowered by a resolution of the Board of Directors of the company, or otherwise specifically authorized by a competent senior functionary of the company.

24. For a period of one (1) year following your separation from KPIT Technologies Limited, you shall not, directly or indirectly, hire, solicit, or encourage to leave the company's employment, any employee, consultant, or consultant of the company or hire any such employee, consultant or consultants of company who has left the company's employment or contractual engagement within one year of such employment or engagement. You shall not solicit/entice the customers of KPIT Technologies Limited, for a period of two (2) years from the date of separation from KPIT Technologies Limited.

We welcome you to the organization and look forward to a long and fruitful association.

Kindly sign the attached copy of this appointment letter by way of confirmation.

Sincerely yours,

For: KPIT Technologies Limited

RK Singh
Rajesh Kumar Singh

Agreed & accepted
(Meharpriti Mune)



[Signature]
Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Annexure A

Name	Meharpriti Mune
Employee ID	00138780
Date of Joining	09.10.2023
Role	Trainee
Grade	A Grade
Designation	Trainee
Components	
	Amount (in Rs.)
Basic Salary	108,000.00
House Rent Allowance	54,000.00
Conveyance	19,200.00
Monthly Bonus	21,600.00
Employer's contribution to Provident Fund	12,960.00
India Allowance	36,500.00
Car Value	0.00
Flexi Basket*	0.00
Additional Allowance	72,740.00
Fixed Compensation**	325,000.00
Skill Allowance	0.00
Other Compensation	0.00
Variable Performance Incentive***	0.00
Incentive and Bonus	0.00
Total Target Compensation	325,000.00
Other Benefits	9,895.00
Cost to Company	334,895.00

Note: All the amount mentioned above are per annum.

* The details for Flexi Basket and Other Benefits Component have been mentioned in Annexure B.

** Fixed compensation is payable subject to adherence of all applicable policies of the organization.

*** The amount mentioned under Variable Performance Incentive is fully variable and payable on the performance as per Company Policy.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



APPOINTMENT LETTER

To,

Ms. Preeti Pralhad Gaikwad
Address: - Flat No-7, Shree Sai Apartment,
Devkar Park Tilak Residency,
Pimple Gruav, Pune-411061.

Dear Preeti,

With reference to your application and further discussions/ Interview date, we are pleased to appoint you as **SENIOR ACCOUNT EXECUTIVE-** (Compliance /Rera and Income Tax Department) on the following **TERMS AND CONDITIONS**.

1) **Effective Date of Appointment 11th April-2023**

Your date of joining the company will be on or before 11th April-2023 on which you will report to duty.

2) **Job assignment/ Reporting**

- i) Currently, you will be reporting to **CA Vaibhav S. Modi** (reporting CA) or whomsoever as may be nominated by the Management.
- ii) Your initial place of work will be in **M/S, Equi Rera (INDIA) Service Private Limited** the company may, in its business interest, transfer you or send on deputation to any of its offices, to any other location, department, establishment, branch of the company or subsidiary, associate or affiliate of the company, in India or abroad. In such case, you will be governed by the terms and conditions of service applicable for the new assignment.
- iii) You may, during the course of your employment, be given any assignment arising out of the company's business that the company, in its subjective judgment feels is suited to your background, qualification and/or experience.

3) **Probation**

- i) You will be on probation for a period of months one year from the date of your joining duty. Upon successful completion of the probation period and subsequent performance evaluation, your position may be confirmed. Unless confirmed in writing, you will continue to be a probationer.
- ii) Based on your performance during the probation period, the company reserves the right to reduce/dispense with or extend the probationary period at its sole discretion or terminate your services with immediate effect, without giving any notice or assigning any reasons.



4) Remuneration Details

- i) Your salary details are as mentioned in the annexure effective from the date of your joining.
- ii) You will be governed at all times by the policies, procedures and rules of the company related to the salary, allowance, benefits and perquisites which are specified in the Annexure of this appointment letter. Further, the company may modify or change such allowances, benefits, and perquisites from time to time in accordance with its policies.
- iii) Your remuneration package is subject to any taxes or other deduction as per Government regulations.
- iv) Reimbursement of expenses incurred for carrying out official duties such as travel expenses, transportation charges, Entertainment Expenses, etc., shall be made at rates applicable as per the HR policy.
- v) Your salary will be reviewed periodically as per company policy. Your increments in the grade are discretionary and subject to the performance evaluation.
- vi) Increments are not automatic but based upon performance and you will be entitled to the same if your performance is found to be satisfactory during the year of service in terms of efficiency, regularity, punctuality and discipline. Increments can be accelerated in case of exceptionally good performance.

5) Employee Benefits *

You are maybe entitled to the following benefits as applicable from time to time:

- i) Provident Fund (PF), as per Employees Provident Fund & Miscellaneous Provision Act 1952.
- ii) Gratuity as per payment of gratuity Act, 1972
- iii) Leave Travel Allowance (LTA) as per rules and subject to Income tax regulations.
- iv) Insurance against hospitalization expenses and personal Accident as per eligibility to your grade of employment.

6) General Code of conduct

- i) You will be required to undertake travel on company work, if required.
- ii) Your position is full time employment with the company and you shall devote your whole time, attention and skill to the best of your ability, exclusively to the business of the company.
- iii) In case of your absence, without any information / intimation of concerned, for more than eight consecutive working days, it will be presumed that you are no longer interested in working for the company and have abandoned its services, thereby terminating your contract of service. In such case, you will not be entitled to any compensation for the loss of service.
- iv) You will not take up 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 any other trade or business or pursue any course of study, during the employment with the company, without prior written permission from the Management.
- v) You shall not, under any circumstances either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any individual, company or firm having business transaction with the company.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

- vi) During the period of employment with the company, the service rules and regulation of the company and the amendments that may be brought into force from the time to time and the rules governing business conduct, ethics and secrecy shall govern you.
- vii) You are required to conduct yourself professionally, at all times, in the office of your duty. In the event of misconduct committed by you, including any act which causes embarrassment to the company or to the employees, the company shall take disciplinary or legal action against you, which may result in subsequent dismissal from employment.
- viii) You must effectively perform to achieve desired results and you will be expected to work extra hours to achieve this whenever the job so requires.
- ix) Your address given in your application will be correct for the purpose of sending any communication to you, till any change is intimated by you.

7) Intellectual property/Confidentiality

- i) During your employment or after separation, you will refrain from disclosing or making public, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become know to you in the course of your service or otherwise.
- ii) You should not disclose the reporting structure or employee information to outside parties. Any development (content, etc) done for the company, as part of your work becomes the property of the company.
- iii) You are explicitly forbidden from using content and other work developed by you for the company and sending such data through emails or copying such data using electronic media.
- iv) The rights to any invention, discovery or creation of new system or method related to the company's operations and arising out of any work done during your employment would automatically vest with the company. In this connection, where required, the company may obtain patent right in its name (or jointly with others) based on the fact of your intention, discovery or other creative effort.
- v) You are specifically made aware that you will not be made liable to any compensation for such acts of yours and that any rewards which the company may choose to bestow, will not be deemed to confer any rights toward the invention, discovery or improvement in system or method for you.
- vi) On separation from the company, you shall not join a competitor company that is involved in similar activities for a period of one year from the date of separation of your employment with the company.
- vii) While you may choose to work for a competitor at a later date (i.e. after period of one year), you should not disclose the company activities (such as, but not limited to, the content created, the customer, the strategy it uses for screening application, training practices, etc.) to the competitor or outside parties.
- viii) Company reserves the right to claim liquidity damage against any violation of the above clauses 1 to 7. The amount of damage will vary depending on the impact of the violation.




Director
 Dnyansagar Institute of Management and
 Research
 Balewadi, Pune-411045.

8) Separation

- i) During probation, this contract may be terminated by either party giving to the other 15 days notice in writing, or salary in lieu thereof.
- ii) On confirmation, both parties shall adhere to one month advance notice or salary in lieu of notice period.
- iii) However, in the event of any gross misconduct or commission of a serious breach by you, either during probation or after confirmation, the company reserves its right to terminate your employment without any notice and/or assigning any reasons.
- iv) You will retire from the services of the company on attaining the age of retirement as determined by the company policy, unless and otherwise extended by the company.

9) Validity of contract

- i) This offer of employment is valid subject to verification of the data provided by you and your acceptance of the offer within the specified time limit.
 - ii) Your appointment is subjective to satisfactory verification of your character, antecedents, testimonials and references.
 - iii) The appointment is also based on the details provided by you in your resume and information provided by you during various discussions with you. If, at anytime, any information or detail given by you is found incorrect or suppressed or false., or you are found to have been convicted for or indulged in criminal, subversive or immoral activities, or you found to have indulged in financial irregularities, your services would liable for termination without notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be necessary for such termination.
 - iv) This appointment and its continuance are subject to your being and remaining medically (physically & mentally) fit. If so required, company may get this confirmed by the medical practitioner approved by the company.
- If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please confirm your acceptance by signing on the duplicate copy of this letter and return it to the company.

We welcome you to the organization and sincerely hope that your period of service will be long, pleasant and mutually beneficial.

Wishing you Good luck in your new assignment.

Thanking you,

Yours truly,

For M/S, Equi Rera (INDIA) Service Private Limited

S.V. Modi

Mrs. Shweta Vaibhav Modi
Director



Acceptances of Appointment Letter

Name (In capital Letters):- PREETI P. GAIKWAD

Signature of the Employee:- Paikwad



Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



ARTHA FOOD AND HOSPITALITY SERVICES LLP

Date: 01/05/2023

JOB OFFER LETTER

Name: Rathod Rani Kashinath

Ref: QUALITY CONTROL OFFICER

Dear Rani Rathod,

I am writing to confirm my offer of a position at **SNACKPACK INDIA (CENTRAL KITCHEN)** as a **QUALITY CONTROL OFFICER**. This position is offered subject to satisfactory reference and pre-employment checks and completion of the three-months 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 18/05/2023. Your CTC will be 2.16 lacks p.a. Your salary will be paid directly into your bank account or cheque on the 10th of each month.

After completion of one month, you are entitled to take one weekly off which will be decided by your reporting manager.

You are entitled to receive two main meals (at premises). Breakfast and evening tea is at the will of manager.

Employer or management have right to discharge you from duties if found fraudulent, unsatisfactory, unsocial or any act of damaging business or other parties of business.

You are not allowed to share any information of organization or its intellectual property to any person or party.

You will be involved in training at your initial stage of employment which will be crucial to perform your duties. This training comprises of Food, hygiene, fire safety, POS, business development and grooming. You are not required to pay any training cost. You are required to give a notice period of one month if you are willing to leave the employment.

You are recruited to ensure quality & hygiene is maintained in the plant as well as all records & reports are maintained properly and submitted to your manager regularly. As a part of a team and it is agreed by you that you will not do any grouping, favoritism or any leadership acts. If you are involved in such acts or misconduct which are against the organization or any associates of organization, if found guilty then you will be responsible for all the financial losses occurred to the organization by all means and may result in lawful conduct.



+91 800 7700 777
+91 7558 699 669



info@snackpackindia.in
www.snackpackindia.in



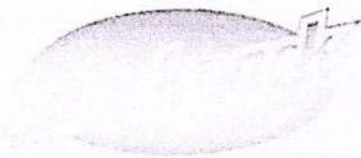
C/o SnackPack India, m no.2319
Bajare Mala, Wadki, Pune -412308



Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Scanned with CamScanner



ARTHA FOOD AND HOSPITALITY SERVICES LLP

You shall not bring any organization property out of the premises nor are you allowed to bring anything that is not related to work and your duties to organization premises; if found then it will be considered as act of theft /stealing and legal action will be taken with serious consequences.

You are not allowed to eat or drink anything that is not meant for staff meals or approved by your manager ,if found then it will be considered as act of theft/stealing and may result in serious consequences about your employment.

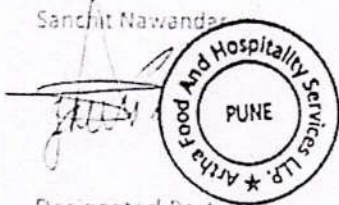
You shall not drink alcohol or smoke or perform any unlawful act in premises nor allowed to step in the premises after it, if caught may result in lawful procedure.

You shall not get involved in any argument or fights with your co-workers. You should always remember that you have joined the organization to earn money for your family and grow in the industry.

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.

Yours sincerely

Sanchit Nawandar



Designated Partner

For Artha Food and Hospitality Services LLP

+91 800 7700 777
+91 7558 699 669

info@snackpackindia.in
www.snackpackindia.in



C/o SnackPack India, m no.2319
Bajare Mula, Wadki, Pune - 412308



Director

Dnyansagar Institute of Management and

Research
Balewadi, Pune-411045.

Scanned with CamScanner

Offer Letter

Date: 07th June'23
Name: Manshri Khetmar
Address: Mumbai

Dear Manshri Khetmar,

We are pleased to offer you as **Executive HR- 1A** in PRK Job Solutions. Your gross annual salary will be INR 204000 (Two Lac Four thousand only) excluding target base monthly incentives setup by the company.

Your work location will be Guwahati.

Your employment will commence 27rd Jun'23. Your appointment will be subject to a probationary period of 3 months. The Company can decline your work service at any moment within your probation period. In case, you haven't received any formal intimation over email or hard copy you are deemed to be continued with your service; after your 3 months of probationary period.

Terms and conditions:

- i) You shall agree that the Company does not have a duty to design its compensation policies in a manner that minimizes your tax liabilities and you will not make any claim against the Company or its Board of Directors related to tax liabilities arising from your compensation.
- ii) 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.
- iii) ESIC & Professional tax will be applicable as per state's statutory law.
- iv) You shall further agree that company shall be entitled to recover from you and you shall be bound and liable to make good to the company any loss suffered by the company on account of my misuse of the company's property, confidential information and Intellectual Property.
- v) You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.
- vi) The Company reserves the right to terminate employment of any employee for just cause at any time without notice and without payment in lieu of notice. The Company will be entitled to terminate your employment for any reason other than for just cause, upon providing to you such minimum notice as required by law.

Salary Structure:

Particulars	Monthly Payout	Annual Payout
Gross Pay	17000	204000
Deductions	200	2400
Net Pay	16800	201600

1. LEAVE POLICY

Employees are not entitled for any kind of leave during probation.

1.1 Vacation /Privileged Leave



You will be entitled to 12 working days of leave at full pay after completion of 1 Year of your work service. However, the leave days should only be taken at a time most suitable for both the parties and shall be 30 days prior.

1.2 Sick Leave

You are entitled up to 6 working days of Sick leave at full pay as per calendar year.
Not more than 2 continuous Paid Sick leave is entitlement.

1.3 Education Leave

PL & SL can be used for further studies leaves, if all utilized rest shall termed to be unpaid as per FY.

2. NOTICE PERIOD

A Notice of 7 days is required towards your Less than 3 months of employment with the company by you & 30 days is required towards your more than 3 months of employment with the company by either party to terminate your service. However when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect depending on non-adherence of any social or company rules.

3. COPYRIGHTS AND OWNERSHIP

While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

4. AMENDMENT AND ENFORCEMENT

Any alterations or amendment to this contract shall be duly communicated in writing on mail taking into consideration both the employee's & employer views.

Company may deduct sum amount of monthly salary depending on Pandemic crisis or any other business impacting concerns.

Employees will be eligible to get full salary payment who achieves more or equal to monthly target assigned during economic crisis.

You are required to comply with the company's rules and regulations at all given times and should always act in a manner that protects the company's interest.

Regards

Pankaj

Thank you

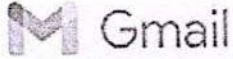
HR- Manager

Name:

Date:

Place:





HARSHAD KUNJIR <harshk070892@gmail.com>

Re: Appointment letter

Sucheta Thakur <sucheta.thakur@saraswatbank.com>
To: "harshk070892@gmail.com" <harshk070892@gmail.com>

17 March 2023 at 16:17

REF:SCB:104:HRD:PRV:4068

16th March, 2023

Mr. Harshad Ashok Kunjir
C2/402, Hariganga Society,
Near R.T.O Office,
Yerawada, Pune - 411006

Dear Sir,

Re: Appointment letter

Please refer to your application to our Bank in response to our advertisement appeared in various newspapers in the month of December 2022/ January 2023 for the post of Junior Officer and the personal interview in which you participated. We are now pleased to appoint you as a **Junior Officer - Marketing and Operations (M&O)** in Grade 'B' on probation with effect from 21st March, 2023 on the following terms and conditions:

1. On joining the services of the Bank as a **Junior Officer - (M&O)** in Grade 'B', you shall be on probation for a period of six months. Your starting basic salary at 10th stage will be Rs.5,455/- per month in the grade of Rs.3520-215/17-7175-335/3-8180-470/4-10060-500/3-11560-560/4-13800-970/1-14770-560/1-15330 (33 years). Based on January 2023 salary, your monthly gross salary at this basic is Rs.24,006/- approx. The annual emoluments (including notional ex-gratia, if and when declared) will be around Rs.3.68 lac as indicated in the accompanying chart i.e. Annexure I to this letter.
2. During probation period, you will not be entitled for other allowances, benefits and Privilege leave/ Sick leave, available to permanent employees. However, you will be eligible for Casual leave on pro-rata basis.
3. As a **Junior Officer - (M&O)** in Grade 'B' your normal duties entail offering of excellent service to customers in operations in the Branch / Department and as also as a part of marketing assignments you will have to canvas inside and outside of the Bank, Bank's Retail, Commercial and Third Party products by acquiring full knowledge about them. These will be considered as major Key Result Areas (KRAs) of your assignment. You may also be required to carry any work falling within the ambit of your grade, as may be entrusted to you by your superiors and as are warranted by the call of your duty.
4. Your performance will be monitored during the six-month probation period and a Quarterly Review will be taken. You are requested to take keen interest in learning your job as assigned to you by your superiors from time to time.



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

4/30/23, 10:35 AM

Gmail - Re: Appointment letter

Please note that your confirmation will be subject to acceptable performance. If deficiencies are observed, the period of your probation is liable to be extended at the discretion of the Management.

5. During the probation period, your service can be terminated by the Bank without any notice and /or without assigning any reasons. Our Bank resorts to this measure in exceptional circumstances only, when work and conduct are not found acceptable to the Bank.

6. After acceptable completion of the probation period, your appointment will be confirmed in writing in the cadre of Junior Officer (M&O) in Grade 'B'.

...2/-

: 2 :

7. On confirmation, you will be entitled to other allowances and benefits as applicable to the cadre of Junior Officer (M&O) – Grade 'B' pay scale of the Bank in terms of the Memorandum of Settlement dated 22nd January, 2018 with Employees' Union of the Bank.

8. On confirmation, you shall not leave or discontinue your service in the Bank without first giving notice in writing of one month, of your intentions to leave or discontinue your service. In case of failure to give required notice of one month, the Bank shall have the right to make commensurate recoveries from the dues payable to you to the extent the notice falls short

9. An employee will be eligible to receive annual increment within the respective payscale as on 1st April every year after completion of one year's service as on 1st April. Before granting every increment, there will be Annual Review of the work done by an employee which will comprise of the following:

1. Assessment by the Head of Branch / Department.
2. Evaluation by HRD Department.

10. You have to observe the Branch / Bank timings, which may be varied from time to time as per work requirement. You may be required to work beyond these hours whenever required and/or work on shifts, in staggered timings, if any, when called upon by the Management. No overtime is payable to any employee as per rules.

11. You will be governed by Standing Orders as amended from time to time and also by rules and regulations of work and discipline as decided. You shall abide by the rules and regulations of the Bank regarding service conditions in force from time to time.

12. You will be entitled for Maternity Benefits as stated in the Maternity Benefit Act, 1961 and Maternity Benefit (Amendment) Act, 2017.

<https://mail.google.com/mail/u/0/?ik=1970796b0f&view=pt&search=all&permmsgid=msg-f%3A1727543713105562811&simpl=msg-f%3A1727543713105562811> 2/6



Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

13. During employment, you will undergo all types of departmental tests, medical check-up and training as and when desired by the Management. You will also be required to undertake short tours as and when directed by the Management.

14. You will be liable to be transferred from one department to another, or from one branch to another, one location/ city to another or from this Bank to any of its sister concern or subsidiary throughout India or elsewhere which are in existence or which may come into existence in future.

15. While in employment you will not directly or indirectly undertake any business, vocation or calling without express permission in writing of the undersigned or any other person authorized by the Board of Directors in that respect.

16. Any information that may have come to your possession/ knowledge in the course of employment regarding the Bank's procedures, processes, business practices, customers, shareholders, etc. should be treated as being of the most confidential nature and you shall not divulge any such information or papers to any outsiders or any other person not authorized by the Bank. This is a strict requirement as Banking Industry has to observe certain laws of secrecy.

17. Any creatives/ softwares that you make or possess during your employment or thereafter as a result of your employment with the Bank will be Bank's property and you will be required to take all the steps, which may become legally necessary to sustain this right into Bank.

...3/-

: 3 :

18. In the event that you make, conceive, develop, reduce to practice, discover or create any Intellectual Property arising from or relating to the provision of any services (in each case, whether or not during regular business hours), you will have a special obligation to further the interests of the Bank and not create any third party interest. You shall disclose the existence of such material in writing promptly to the Bank and it shall be the sole and exclusive property of the Bank. All works of authorship which are made by you alone or jointly with others pursuant related to the Bank and which are protectable by copyright will remain with the Bank and you will not claim any rights whatsoever.

19. Any deliverable or product of services made by you either singly or jointly, whether or not patentable or registrable under any statute in force for the time being, shall solely belong to the Bank and you hereby irrevocably, absolutely and forever, assign to the Bank all Intellectual Property and IPR that you may have or acquire or have created in the course of rendering services, throughout the world and for the full term of the rights, title and interest in each and every such Intellectual Property, including renewal or extension of any such term.

20. Upon the cessation of employment with the Bank, you shall, before claiming your dues, return all the documents, papers and things relating to the affairs of the Bank and entrusted to you by the Bank for your use.



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

21. Our Bank is a "learning organization" and as its member, it is expected that continuous updation of knowledge is done for enhancing performance and you will be required to complete and qualify the CAIIB examination from Indian Institute of Banking & Finance within three years of your joining the Bank.
22. You will retire from the service of the Bank in accordance with the Bank's service rules as amended from time to time. Your retirement age will be fifty-eight years.
23. Unauthorized absence on any working day or for any period on any working day shall disentitle you from wages, on the basis of 'No Work, No Pay'. The Bank shall have right to make deductions from the salary apart from its right to take such other action including disciplinary action, if warranted as may be permissible under law, from time to time.
24. In regard to misconducts on your part, if any, the Bank shall have right to take disciplinary action against you, not only in respect of misconducts enumerated in Standing Orders/ Rules and Regulations, applicable to you but also in respect of such other misconducts not enumerated in the aforesaid Standing Orders, but have necessary co-relation with your employment and discipline of the Bank. In other words, the misconducts enumerated in the aforesaid Standing Orders are only illustrative in character, and also include misconducts not only on the premises of the Bank's establishment but also outside, which are considered by the management as prejudicial to the interest of the Bank.
25. Based on the existing practice, the Bank shall have the right to make recovery from you of the amount of loss suffered by the Bank due to the acts/ omissions on your part, if any.
26. Your appointment is subject to passing Bank's medical examination and submission of all your KYC and educational documents.
27. Your appointment is subject to fulfilling the Bank's eligibility criteria regarding work experience and submission of satisfactory relieving certificates from your previous/ present employer/s.
- ...4/-
- : 4 :
28. Your employment in the Bank is subject to satisfactory verification of your certificates, testimonials and personal particular/ credentials. The Bank reserves the right to get a background check (including criminal history record search, education and employment and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application with the Bank or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.
29. You are required to join the services of the Bank on 21st March, 2023. Your posting details will be conveyed to you after receipt of your confirmation of date of joining the services of the Bank.



Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

4/30/23, 10:35 AM

Gmail - Re: Appointment letter

30. Your final posting after completion of training period will be branch/ department in Pune and you will be required to submit an undertaking stating that you shall not request for transfer to your hometown or any other location.

31. Please sign the duplicate copy of this letter in token of your acceptance of the above terms and conditions. Kindly find attached herewith a general 'Undertaking' that is required to be signed by you, as a specific acceptance of the terms and conditions. Please send both the documents duly signed to us at the HRD Department, 5th Floor, Saraswat Co-op. Bank Ltd., Ekanath Thakur Bhavan, Plot No. 953, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 025 immediately. If we do not receive your acceptance in writing immediately, we shall presume that you are not interested in joining the Bank's service and this offer of appointment shall stand cancelled.

We wish you all success in your career with Saraswat Bank.

Thanking you.

Yours faithfully,

(MRS. PEARL R. VARGHESE)

CHIEF GENERAL MANAGER - HEAD HRD & SLC

The above terms and conditions are acceptable to me.

Name : Mr. Harshad Ashok Kunjir

Signature : (_____)

Date : _____

Encl: (1) Annexure I – Salary Fitment Chart.

(2) Acknowledgement Letter

(3) Annexure II – "Undertaking cum Declaration"

DISCLAIMER: This communication is confidential and privileged and is directed to and for the use of the addressee only. The recipient if not the addressee should not use this message if erroneously received, and access and use of this e-mail in any manner by anyone other than the addressee is unauthorized. If you are not the intended recipient, please notify the sender by return email and immediately destroy all copies of this message and any attachments and delete it from your computer system permanently. The recipient acknowledges that Saraswat Co-operative Bank may be unable to exercise

<https://mail.google.com/mail/u/0/?ik=1970796b0f&view=pt&search=all&permmsgid=msg-f%3A1727543713105562811&simpl=msg-f%3A17275437131...> 5/6




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

4/30/23, 10:35 AM

Gmail - Re: Appointment letter

control or ensure or guarantee the integrity of the text of the email message and the text is not warranted as to completeness and accuracy. Before opening and accessing the attachment, if any, please check and scan for virus.

 Undertaking_Region_Pune.pdf
11K

<https://mail.google.com/mail/u/0/?ik=1970796b0f&view=pt&search=all&permmsgid=msg-f%3A1727543713105562811&simpl=msg-f%3A17275437131...> 6/6




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Manpowergroup Services India Pvt. Ltd.
First Floor, Building 10-B
DLF Cyber City
Gurgaon- 122002

CIN – U74910DL1997PTC085591

T : +91 124 679 5400
www.manpowergroup.co.in



ManpowerGroup

Private & Confidential

May 14, 2023

Abhijeet Ajeet Moghe
S/O. Ajeet Mahadev Moghe, M-702,
Celestial City, Phase-1, Survey No. 78 and 86,
Ravet, Near Bhondve Vasti Brts Bus Stop,
Vitthal Nagar, Pune
Maharashtra - 412101
India

OFFER OF EMPLOYMENT

Dear Abhijeet,

We are pleased to offer you the position of **VMS Systems Engineer** with ManpowerGroup Services India Pvt. Ltd, in **Grade 7** based in **Pune**. We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with ManpowerGroup India you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information confidential and seek your agreement not to become associated with a competitor of ManpowerGroup for a specified period after the end of your employment with ManpowerGroup India.

The following confirms our arrangements regarding your employment with ManpowerGroup India:

Start date: **June 1, 2023** .

Fixed CTC: **INR. 1,000,000/-** per annum.

Subject to prevailing company policy from time to time and company's sole discretion, you can refer to the incentive policy as applicable to your position/ practice. The applicable incentive policy will be shared at the time of joining the company.

The remuneration includes all statutory payments from the employee and employer and is subject to tax and other deductions, as applicable.

Working hours: 9.30 AM to 6.30 PM

Leave entitlement: As per company policy



Manpowergroup Services India Pvt. Ltd.
First Floor, Building 10-B
DLF Cyber City
Gurgaon- 122002

CIN – U74910DL1997PTC085591

T : +91 124 679 5400
www.manpowergroup.co.in



ManpowerGroup

Entitlement as per stated limits & validity of the policy:-

Group Personal Accident - Sum insured of 500,000

Group Mediclaim Insurance Coverage – Sum Insured of 300,000- For Self, Spouse, and Children.

Entitlement to Mobile Reimbursement as per policy

The offer is valid up to start date post which it stands null and void.

The offer is subject to positive reference check.

The CTC defined above includes all statutory deductions from employee and employer and applicable professional and income tax etc.

Please indicate your acceptance of this offer by signing below and returning it on or before **May 17, 2023**. The other copy is for your records. Within three day of accepting the offer please send us the copy of your resignation letter accepted by your current organization

We at ManpowerGroup extend a warm welcome to you and look forward to a mutually beneficial experience.

Yours sincerely,

Lulu Khandeshi
Chief Human Resources Officer

ACCEPTED BY:

Abhijeet Ajeet Moghe; Date



eClerx

Apprenticeship Offer cum Appointment Letter

Date: October 11, 2023

Mr. Dhananjay Mahesh Bendre
Opp.Mansi Apartment, Flat No.05
Pimple Nilakh, Subodh-B,
Pimple Nilakh, Pune 411027

Dear Dhananjay,

Congratulations!!!

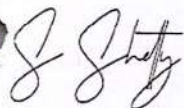
We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program (hereinafter referred to as "METEOR"). Your designation under the Program would be an **Analyst** and functional title as **Apprentice**. We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as "Contract"). Please return a duly signed duplicate copy of this letter for our records.

Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you.

Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you

Regards,



Sagar Shetty
- Human Resources

Registered Office:
eClerx Services Ltd.,
(CIN: L72200MH2000PLC125316)
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 22 6614 8301 | Fax: +91 22 6614 8656
E-mail ID: contact@eclerx.com | www.eClerx.com



Office Address:
eClerx Services Ltd.,
Block No 1, 5th Floor, Quadron Business Park Limited,
Rajiv Gandhi Infotech Park, Plot No: 28, Hinjewadi Phase II,
Sion - 411 067, Maharashtra, India.
Ph: +91 20 4027 7990
www.eClerx.com


Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Confidential

Dhananjay Mahesh Bendre

Date: October 11, 2023

Dear Dhananjay Mahesh Bendre,

Further to your Contract dated **October 11, 2023**, we are pleased to appoint you as **Analyst** under the Apprenticeship program (hereinafter referred to as "**METEOR**"). Your training with us will commence on "**October 12, 2023**" and will continue until "**April 12, 2024**".

Apart from the other policies binding upon you during your tenure with the company, the general terms and conditions under the Program are as follows:

1. Work Location

1.1. Your initial work location will be **Pune**. Though you have been engaged for a specific position and location, the Company reserves the right to transfer you, with reasonable notice, to any other location, department, establishment, or branch of the Company / group / affiliates as the Company may deem fit including new locations to be set up in future. You shall be bound by the policies, rules and regulations of the office at the location you are posted in at any given point in time.

1.2. In the event of your voluntary resignation / termination of the Program with the Company from your date of relocation / transfer within a stipulated time period as mandated by the relevant transfer policy, if applicable; you shall be liable to pay to the Company, all the expense incurred towards movement of your household goods, relocation allowance, accommodation cost and all other expenses related to your relocation/transfer including cost incurred by Company on account of your training.

2. Background Verification

2.1. Your appointment as an Analyst under the Program is contingent upon successful verification of all




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411015

documents and information provided by you as a part of your joining process.

2.2. The Company reserves the right to end this employment agreement with you with immediate effect and without any liability, should the results of your background investigation be negative. The HR team will contact you as soon as there is any insufficiency / discrepancy identified in your background check process.

2.3. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. If the reports of such testing are found to be positive, the organisation withholds the right to initiate suitable action against you, including immediate termination of services.

2.4

3. Remuneration, Benefits & Privileges

Please refer to Annexure I for details on your remuneration and benefits applicable during your training period.

4. Training

4.1 The tenure period, as stated in this Contract, constitutes your training period, the successful completion of which would determine the completion of your duration under this Program.

4.2 Notwithstanding the above mentioned clause, the Company reserves the right to put you under a training program with a different training period, as per the requirement of the specific business, the successful completion of which would determine the completion of your duration under the Program.

4.3 There will be multiple assessments conducted at periodic intervals during your training period. In the event of you being unsuccessful on assessment parameters as defined by the Company during or after the training period, the Company reserves the right to terminate your Contract under the Program with immediate effect, with a 15 days' notice period. Without prejudice to clause no. 4.1 and 4.2 as mentioned above, the Company may, during the period of training, terminate the Contract without any notice or payment in lieu of notice should you be found guilty of violation of any of the Company's policies or breach of Code of Conduct, which may not be conducive to the Company or its reputation.

4.4 After the completion of the aforementioned training period, the Company, at its sole discretion and depending on business requirements, may absorb you on its regular roll, depending upon your assessment parameters and on-the-job performance. The compensation structure that will be applicable in the event you are absorbed on the regular rolls of the Company will be as per Annexure 2.

5. Domain-based Specialized Training

5.1 You may be required to undergo designated specialized trainings, as required under the Program. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product expertise, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as you.

5.2 Further to the above clause, you may be required to enter into a service agreement with the Company




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045. Page 4 of 12

on successful completion of your training period and being absorbed as a permanent employee. The details of such Agreement, as applicable, would be conveyed to you.

6. Leaves

6.1 During your tenure and training period under the Program, you would be eligible for 2 (two) leaves per month. All leaves applied for, will need to be approved by the reporting manager well in advance. Any unapproved leave will be treated as loss of pay and repetition of such instances will attract action in line with the leave policy. The leave process shall be guided under the Leave policy of the Company.

6.2 You are required to acquaint yourself with all the rules and regulations pertaining to leave and attendance upon joining the Company, in order to avoid such instances

7. Separation

7.1. The Contract can be terminated by the Company, by giving you a notice of 15 days or payment in lieu of notice period. Payment in lieu of shortfall of notice period will be equivalent to monthly total fixed stipend earned for an equivalent period of time.

In case you decide to terminate your Contract with the Company, you may do so by serving Company with **30 Days** written notice of termination, provided you terminate your Contract with the Company within five months of your joining the Company. However, if you decide terminate your Contract in the last month of your apprentice tenure, then in that case, irrespective of date of your termination notice, your Apprenticeship term with the Company shall expire on the last working day as determined from your above mentioned date of joining the Company and not by date of your termination notice. The company may waive off the notice period requirement, at its own prerogative and require you to compensate for the shortfall of notice period.

7.2. Without prejudice to any clause in this Contract, the Company also reserves the right to terminate your Contract under the Program for reasons mentioned below, with immediate effect, without any payment in lieu of notice period, whereupon your training period would cease immediately and you shall have no claim, whatsoever, against the Company for damages or otherwise by reason of such determination.

For the purposes of this Clause 7.2, 'Reason' shall mean as under:

- a. Negligence or misconduct by you in complying with your duties, responsibilities, obligations and / or covenants or undertakings, which are either incapable of remedy or otherwise not remedied by you within 30 (thirty) days of a written notice being serviced on you by the Company stating the breach; or
- b. You becoming unable, for any reason whatsoever including the imposition of any court order, to efficiently perform your duties hereunder for 60 (sixty) working days in aggregate in any period of 12 (twelve)




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-45
Page 5 of 12

consecutive months; or

c. You becoming of unsound mind; or

d. You are convicted of a criminal offence; or

e. You becoming bankrupt or compound with all your creditors or enter into any deed of arrangement with all your creditors; or

f. You committing breach of any of your duties or obligations under the Contract; or

g. You

refusing or neglecting to comply with any lawful and reasonable orders or directions given to you by the Company; or

h. You are guilty of any misconduct whether or not in the performance of your duties or commit any act which in the opinion of the Company is likely to bring the Company or any of its officers or other employees into disrepute whether or not such act is directly related to the affairs of the Company; or

i. You becoming prohibited by law or any order from any regulatory body or government authority from being an employee of the Company; or

j. You are unable to achieve and maintain a satisfactory level of performance and produce the desired results in your performance which are the requirements for meeting your job responsibilities; or

k. Causing damage to company's property; or

l. Going on or abetting a strike in contravention of any law for the time being in force; or

m. Committing theft, fraud, or dishonesty; or

n. You being found guilty of any unlawful activity, including but not limited to threatening employees, security breaches, harassment, including sexual harassment, etc.

o. For violating the Company's Code of Conduct and ethics, which goes against the ethos of the Company

The list above is illustrative and by no means exhaustive. The company further reserves the right to add/amend this list without prior notice, within reasonable limits.

7.3. In the event of continued absence of 3 (three) consecutive working days from work without prior sanction of leave or on remaining absent beyond the period of leave originally granted or subsequently extended, you shall lose lien on your appointment and your name will be struck off from the roll of the Company, treating you to have abandoned your employment as you do not have interest in the Program offered by the Company.

7.4 On termination of your Contract, all work carried out by you – both in physical and digital form – during your employment, shall be immediately returned forthwith to the Company, without exception and with no copy (either part or whole thereof) retained by you in any form.

7.5 When your training under the Contract / Program with the Company ends, for whatever reason, you will promptly deliver to the Company all originals and copies of all documents, records, software programs, media, and other materials containing any confidential information. You will also return to the Company all equipment, files, software programs, and other personal property belonging to the Company and complete the due handover process during the notice period that you are required to serve by the Company.




Director
Dnyansagar Institute of Management and
Research
Page 6 of 12
Balewadi, Pune-411045.



Ref: CGSA/CTIL/SVC/ST

Date: 13th April 2023

Mr. Saurabh Pramod Tawale

C-805, PRISTINE CITY, OPP. WEIKFIELD FOODS, BAKORI, PO WAGHOLI
PUNE
412207
MAHARASHTRA

Subject: Letter of Offer & Appointment

Dear Saurabh,

This is with reference to our discussions for the role with Cummins Technologies India Ltd., we are pleased to communicate your appointment. Please find details of your Offer

BUSINESS TITLE	: SERVICE ADMINISTRATOR
GLOBAL POSITION PROFILE	: SERVICE ADMINISTRATOR - LEVEL III
LOCATION	: Pune
SALARY GRADE	: JM1
DATE OF JOINING	: 25 th April 2023

Annual Total Compensation: Your annual total compensation will be Rs. 5,50,597/- (Rs. Five Lakh Fifty Thousand Five Hundred and Ninety-Seven only), excluding Indirect Benefits. Pls. Refer to Annexure A for detailed salary break up.

Relocation Reimbursement: Outstation candidates shall be eligible for a One-Time reimbursement of the relocation expenses, as per Company policy. The details of Relocation benefits are enclosed in Annexure B

Notes:

1. The attached Compensation sheet (ANNEXURE A) includes your total compensation including Guaranteed Cash, Performance Pay (at payout factor 1) & Retirals.
2. Total Compensation however, does not include any indirect benefits, which are over and above, as per policy
3. Performance pay is governed by the provisions of Annual Variable Pay Policy
4. This offer is subject to you clearing our Background Verification process and pre-employment medical examination. In the event of any discrepancy being found as the result of the background verification check, the Company retains the right to terminate the employment with immediate effect.
5. The details shared above are strictly confidential and not to be disclosed.

This offer is valid subject to your joining on the date mentioned above. You are requested to communicate your acceptance and acknowledgement of offer on or before (a week's time from date of issue) through an email or by sending us a duplicate copy of this Offer letter with your signature and date mentioned on it, failure to which, the offer will be deemed invalid.

Please feel free to reach Nilesh T Gaikwad (nilesh.gaikwad@cummins.com) for any questions on the same. We look forward to the pleasure of having you on board for a long and fruitful association.

For Cummins Technologies India Ltd.

Veena Shah
HR Leader - CGSA

Cummins Global Services and Analytics
Division of Cummins Technologies India Private Limited
(Formerly known as Cummins Technologies India Limited)
Registered Office
Cummins India Office Campus
Tower A, 2nd, 4th and 8th Floor, Survey No. 21
Balewadi, Pune 411 045, Maharashtra, India
Phone +91 20 67067000, 39651000
Fax +91 20 67067011/18
cumminsindia.com
ctipl@cummins.com

CIN: U29113PN1994FTC139153



Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



TERMS AND CONDITIONS OF APPOINTMENT

1. This offer is subject to passing of your medical examination and Background Verification.
2. You will be on probation for the period of 6 months. Your services will be confirmed at the end of the probation period if the Management is satisfied with your work and conduct. The Management reserves the right to extend your probation period if your performance, in the opinion of the Management, does not come up to its expectations. During the probation period, your services may be dispensed by a written notice of 15 days or payment in lieu thereof without assigning any reason. You can leave the Company's services during the probation period by giving a written notice of 15 days.
3. Your services would be governed by the Company's rules and regulations in force currently and as applicable from time to time. The facilities, amenities and benefits provided to employees in excess of the statutory requirements do not form a part of the conditions of service and are subject to change or be reduced at the discretion of the Management.
4. You are liable to be transferred to any of the Company's establishments which may be set up in any part of the country. On your transfer, you will be governed by the Company's rules and regulations applicable to that establishment.
5. You will be entitled to leave (vacation) in accordance with the Company policy.
6. During the period of your employment with the Company you shall not engage in any other profession or business, publish any articles or deliver any talk pertaining to your profession or be associated with any organization pertaining to your profession, without the written consent of the Company.
7. You shall, at all times, maintain complete secrecy about the Company's business affairs, inventions, techniques and processes of manufacturing and management and the like which may come to your knowledge during your employment.
8. You shall inform the Company immediately regarding any inventions, patents, processes etc. that you may make or discover in the course of your employment and the Company shall have the right to take over the patent, process or invention on payment of such compensation as may be considered appropriate by the Company.

You shall promptly disclose in confidence to the Company all inventions that you make or conceive or first reduce to practice or create, either alone or jointly with others, during the term of your employment. You hereby undertake that all such inventions shall vest exclusively and perpetually with the Company and you shall have no claims or rights to such inventions.

9. You agree to execute a separate 'assignment deed' from time to time, as and when required by the Company, for the purpose of assignment of all the inventions in favor of the Company. You shall at all times cooperate with the Company and its agents and/or attorneys as may be necessary to perfect, maintain, defend and enforce the patenting of the inventions including the future developments / improvements / modifications thereof, and to perform all actions and execute all such deeds and documents as shall be necessary to formalize the vesting of the legal and beneficial title/ownership of the Company thereto.

You for the purpose of giving to the Company, the full benefit of the provisions of this Clause, hereby agree to issue an irrevocable and indefinite power of attorney to the following effect:

"Where Cummins Technologies India Ltd. is unable, after contacting Saurabh Tawale either in person or by registered post addressed to the last known address of such Saurabh Tawale as in Cummins Technologies India Ltd.'s records, to secure Saurabh Tawale's signature for any reason whatsoever, Saurabh Tawale irrevocably designates and appoints Cummins Technologies India Ltd and its duly authorized officers and

Cummins Global Services and Analytics
Division of Cummins Technologies India Private Limited
(Formerly known as Cummins Technologies India Limited)
Registered Office
Cummins India Office Campus
Tower A, 2nd, 4th and 8th Floor, Survey No. 21
Balewadi, Pune 411 045, Maharashtra, India
Phone +91 20 67067000, 39651000
Fax +91 20 67067011/18
cumminsindia.com
ctipt@cummins.com

CIN: U29113PN1994FTC139I53



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



agents, as Saurabh Tawale's agent and attorney-in-fact, to act for and on behalf of Saurabh Tawale, to execute and file any application(s) or document and to do all other lawfully permitted acts to further the prosecution, issuance, and enforcement of letters patent, copyright or other analogous rights or protections, with the same legal force and effect as if executed by Saurabh Tawale."

10. You recognize the right of the Company to commercially exploit and market the Inventions and any future development / modification / improvement thereof in all formats/applications all over the world and waives any future claim or interest in the ownership or proceeds from commercialization of such Intellectual Property developments, modifications, or improvements.
11. Injunctive Relief - You agree that in the event of breach or threatened breach of any of the above clauses, the Company shall suffer irreparable injury and the Company shall be entitled to specific performance of your obligations as well as such further injunctive relief as may be granted by any court of competent jurisdiction, without prejudice to any other relief, monetary or otherwise as the Company may be entitled under the applicable laws.
12. You shall maintain and render an account of all such Company properties and equipment entrusted to you and shall be liable for the same.
13. You will not resort to / indulge in use of tobacco in any form, i.e. smoking, chewing and snuffing on the premises of the company.
14. You or the Company can terminate the service contract without assigning any reason, by a written notice of one month or payment of salary and allowances (Guaranteed Cash Components) in lieu thereof.
15. You are required to keep the Company informed of any change pertaining to any of the declarations made by you at the time of your appointment.
16. Retirement age as per current policy is 60 years.
17. Your personal data may be stored on secured servers and or computer networks in or out of India protected as per Cummins IT policies in force regarding access and data security. You hereby agree to permit access to your personal data to authorized Cummins Officials in India and abroad for official purposes from time to time.
18. Confidentiality Obligations - You shall treat all Confidential Information acquired during the course of your employment and the Intellectual Property of the Company, as strictly confidential, and shall not disclose it to any third party, or make use of it, without the prior written and express consent of the Company. This obligation of yours shall persist during the term of your employment and also after expiry or termination or cessation of your employment with the Company for any reason whatsoever.
19. Definitions: For the purposes of these terms and conditions, the following meaning shall hold:
"Confidential Information" shall mean any trade secrets or confidential or secret information, whether marked or unmarked, in any media relating to the business, technical processes, designs or finances of the Company and its suppliers, agents, distributors, clients or customers or any confidential or secret information connected with the services provided or products manufactured, marketed or under development by the Company and in particular shall include (but not be limited to) Inventions, research papers, computer models generated by the Employee or provided to the Employee during the Employment, business plans, marketing plans, budgets and costing, any information regarding Intellectual Property, or any information received from a third Party that is protected by a duty of confidence.
"Intellectual Property" shall mean patents and all relevant pending applications; trademarks, trade names, logos or other information which may identify business operators; copyrights; know-how; trade secrets; designs; computer, data and documentation; domain names; and other intellectual properties.

Cummins Global Services and Analytics
Division of Cummins Technologies India Private Limited
(Formerly known as Cummins Technologies India Limited)
Registered Office
Cummins India Office Campus
Tower A, 2nd, 4th and 8th Floor, Survey No. 21
Balewadi, Pune 411 045, Maharashtra, India
Phone +91 20 67067000, 39651000
Fax +91 20 67067011/18
cumminsindia.com
ctipl@cummins.com

CIN: U29113PN1994FTC139153




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



"Invention" shall mean all inventions, improvements, designs, original works of authorship, research data, formulas, processes, compositions of matter, computer software programs, databases, mask works, and trade secrets and shall also include any discoveries that the Employee makes or conceives or first reduces to practice or creates, either alone or jointly with others, during the period of his employment with the Employer/Company, whether or not made during or after normal business hours and whether or not patentable, copyrightable or protectable as trade secrets.

20. You shall not give any press release or other external communication regarding any part of this employment agreement, including any general statements as to the existence of a relationship, except with the prior written consent of the Company.
21. Payment of Gratuity shall be made as per the Payment of Gratuity Act.
22. Any dispute or difference arising out of or related to your employment shall have jurisdiction of Court of Pune (Maharashtra) only.

XXX

Cummins Global Services and Analytics
Division of Cummins Technologies India Private Limited
(Formerly known as Cummins Technologies India Limited)
Registered Office
Cummins India Office Campus
Tower A, 2nd, 4th and 8th Floor, Survey No. 21
Balewadi, Pune 411 045, Maharashtra, India
Phone +91 20 67067000, 39651000
Fax +91 20 67067011/18
cumminsindia.com
ctipl@cummins.com

CIN: U29113PN1994FTC139153



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



ANNEXURE A
Annual Total Compensation

	Salary Grade	JMI	
	Name	Saurabh Tawale	
	Division / Function	CGSA/SVC	
	Business Title	Service Administrator	
	Global Position Profile	SERVICE ADMINISTRATOR - LEVEL III	
	Guaranteed Cash	INR	INR
	Basic	13,400	1,60,800
	Special Allowance	12,601	1,51,212
	House Rent Allowance (50% of Basic)	6,700	80,400
	Bonus / Ex - gratia	2,100	25,200
	Conveyance	1,600	19,200
	Medical Allowance	1,250	15,000
	Leave Travel Allowance (Paid Annually)	708	8,500
	Total A	38,359	4,60,312
	Retirals		
	Employer PF (12% of Basic)	1,800	21,600
	Gratuity (4.81% of Basic)	645	7,740
	Superannuation (15% of Basic)	2,010	24,120
	Total B	4,455	53,460
	Variable Pay		
	Performance Pay (Average amount at pay-out factor of 1. The pay-out can vary between 0 and 2. Paid Annually)	3,069	36,825
	Total C	3,069	36,825
	Total A+B+C (Benefit to Employee)	45,883	5,50,597

Indirect benefits such as Hospitalization, Uniform & Shoes, Canteen, Personal Accident coverage as per Company policy

For Cummins Technologies India Ltd. *

Veena Shah
HR Leader - CGSA

Cummins Global Services and Analytics
Division of Cummins Technologies India Private Limited
(Formerly known as Cummins Technologies India Limited)
Registered Office
Cummins India Office Campus
Tower A, 2nd, 4th and 8th Floor, Survey No. 21
Balewadi, Pune 411 045, Maharashtra, India
Phone +91 20 67067000, 39651000
Fax +91 20 67067011/18
cumminsindia.com
ctipl@cummins.com

CIN: U29113PN1994FTC139I53



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



ANNEXURE B
Domestic Relocation Benefits for Outstation Candidates

Your Relocation. Your Role!

- We, at Cummins, are excited that you have decided to join us and would like to ensure that your relocation takes place seamlessly and is well supported by us.
- To assist you and your family/spouse or partner (if applicable) in understanding the terms of the domestic relocation policy, an orientation meeting will take place with the Cummins Business Services Mobility Team. Procedures and processes will be explained to you in the meeting
- The mobility team will create a request on the relocation portal on your behalf once we have necessary inputs from you regarding your relocation requirements. You will be receiving email notification from Cummins Mobility Team (CBSMobilityTeam@cummins.com, this is system generated email ID, do not reply to this) once this is done
- Please note that the further processing of your relocation request will be initiated only after your respective HR Business partner validates and approves the same
- You do not have access to the relocation portal at this time, however, once you have officially joined, you will be able to access the portal using your Cummins username & WWIMS password to request for additional Relocation support & services.
- If you need any clarifications or have questions that we can answer for you, please reach out to us on the following email ID: CBSHR.Mobility@cummins.com

POLICY SCOPE

- Relocation will be applicable in case if your new Cummins work location is at a distance greater than or equal to 100 km away from your current location
- Eligibility: Policy has 2 options, Tier 1 & Tier 2 based on your professional work experience. Please refer below table to determine your eligibility

Tier 1 Policy	Tier 2 Policy
The employee has less than 2 years of professional work experience.	The employee has more than 2 years of professional work experience.

DOMESTIC RELOCATION POLICY AT A GLANCE - Tier 1

Policy Component	Description of Benefit
Relocation Orientation call	To assist the employee and spouse/partner in understanding the terms of the domestic relocation policy, the CBS Mobility team will conduct an orientation meeting with the employee
Relocation Leave	After joining, up to 5 days of paid Relocation leave will be provided to the employee to complete the Relocation process upon the respective manager's approval over email

Cummins Global Services and Analytics
Division of Cummins Technologies India Private Limited
(Formerly known as Cummins Technologies India Limited)
Registered Office
Cummins India Office Campus
Tower A, 2nd, 4th and 8th Floor, Survey No. 21
Balewadi, Pune 411 045, Maharashtra, India
Phone +91 20 67067000, 39651000
Fax +91 20 67067011/18
cumminsindia.com
ctipl@cummins.com

CIN: U29113PN1994FTC139153



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



Cognizant

Trizetto India Private Limited
A Cognizant company
40th Floor, Wing 3, Cluster B, E-City Khadar
India - 562, MIDC, Knowledge Park
Pune-411 014, Maharashtra
CIN: U7450011N2011E1C112112
Tel No: +91 20 41600000
Fax No: +91 20 41600000
Email: cognizantindia@cognizant.com

Ref No: 607032

3/1/2023

Pallavi Salve

Dear Pallavi

We are pleased to inform you regarding transfer of your employment from **Trizetto Services India Pvt Ltd** to **Trizetto India Pvt Ltd** with effect from **3/1/2023**.

Please note that your Annual Total Compensation (ATC) will remain unchanged, as per details mentioned in **Annexure A**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your employment will be governed by the terms and conditions as applicable at **Trizetto India Pvt Ltd** and will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.


Please note that your original employment contract with Cognizant stands supplanted by virtue of issuance and acceptance of this letter. This letter along with Annexure A and other terms & conditions and applicable organizational policies at **Trizetto India Pvt Ltd** would be construed as your employment contract with effect from **3/1/2023**.

Please note that your continued employment with **Trizetto India Pvt Ltd** is subject to satisfactory professional background reference checks and subject to you signing this letter as acceptance.

We look forward to your continued employment with us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For **Trizetto India Pvt Ltd**


Pravin Chavan
Human Resources Head

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Regd. Office: 6th Floor, New No. 355, Menon Eternity Building, St. Mary's Road, Alwarpet, Chennai - 600 018, Tamil Nadu.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



Development Centre
(India) Private Limited

LETTER OF INTENT

Date: 17-04-2023

Name: JAVED QURESHI

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** at Pune facility of Amazon Development Center India Pvt. Ltd. (the "company")

Please treat this as a letter of intent ("LOI") valid for a period of 120 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 120 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 15 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 2,19,000/- (Rupees), payable as per the

following structure:

1. Annual Base Pay of INR 1,86,150/- (Rupees

) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise

2. Variable Pay of INR 32,850/- (Rupees

) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the Issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

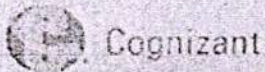
Level - 1 & Part of Level - 2, Unit No's - 101, 102, Trion IT Park, Survey No. 35, Hissa No's. 9-10-11-12 B, Situated at 7 Ahmednagar Road, Village Vadgaon Sheri, Taluka Haveli District, Pune-411 014.

CIN : U72200KA2004FTC034233



Director
Dnyansagar Institute of Management and Research

Balewadi, Pune-411045.



Trizetto India Private Limited
A Cognizant company
4th Floor, Wing 3, Cluster B, EON Kharadi,
Indira, SEZ, MIDC, Kharadi Knowledge Park,
Pune 411 014, Maharashtra
CIN: U/4900TN2011FTC112552
Tel No: +91 20 46606050
Fax No: +91 20 46606050
Email: cognizantindia@cognizant.com

Ref No: 606975

3/1/2023

Vinayak Ande

Dear Vinayak

We are pleased to inform you regarding transfer of your employment from Trizetto Services India Pvt Ltd to Trizetto India Pvt Ltd with effect from 3/1/2023.

Please note that your Annual Total Compensation (ATC) will remain unchanged, as per details mentioned in Annexure A. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.


Your employment will be governed by the terms and conditions as applicable at Trizetto India Pvt Ltd and will also be governed by the rules, regulations and practices in vogue and those that may change from time to time.

Please note that your original employment contract with Cognizant stands supplanted by virtue of issuance and acceptance of this letter. This letter along with Annexure A and other terms & conditions and applicable organizational policies at Trizetto India Pvt Ltd would be construed as your employment contract with effect from 3/1/2023.

Please note that your continued employment with Trizetto India Pvt Ltd is subject to satisfactory professional background reference checks and subject to you signing this letter as acceptance.

We look forward to your continued employment with us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,
For Trizetto India Pvt Ltd


Pravin Chavan
Human Resources Head

I have read the offer, understood and accept the above mentioned terms and conditions

Signature :

Regd. Office: 6th Floor, New No. 165, Menon Eternity Building, St. Mary's Road, Alwarpet, Chennai - 600 018, Tamil Nadu.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Mr. Deepak machhindranath vishwakarma
S/o Mr. Machhindranath vishwakarma
83/3 millat nagar kohinoor plaza vijapur road,solapur
Letter of Employment

Dear Deepak,

We are pleased to appoint your employment in our organization **Paradigm IT Technology Services Pvt Ltd**, situated at Hyderabad as **Corporate Sales Executive**

1. Your employment will commence from **01st October 2023** as **Corporate Sales Executive**, and shall be valid for a period of **12 Months** from **01st October 2023** to **30th September 2024**, during which you will render services to our client at their premises subject to the terms and conditions set forth herein and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You will be deployed at our Client **Tata Teleservices Limited, Pune, Maharashtra**. However, you will be required to work where directed by the Company anywhere in India and/or abroad and shall change your place of work as and when directed by the Company. You will report to the site as per the site requirement.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company or If any declaration given or furnished by you to the Company prove to be false or if you are found to have willfully suppressed any material information in such case, the company shall be entitled to terminate your services with immediate effect, without notice. Your services can be terminated by either party by giving to the other, a **notice of 15 Days**. The company however, reserves its right to terminate your employment by giving you salary as mentioned against notice pay in lieu of the notice. The Company reserves its right to recover an amount equivalent to as notified above towards notice pay salary on pro-rata basis if you fail to give to the company, adequate notice of your intention to terminate your employment. If there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary, bonus or any other payment owned to you under the terms of your employment.

With warm regards,

Yours truly,
For **Paradigm IT Technology Services Pvt Ltd**



Authorized Signatory



Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

ParadigmIT Technology Services Pvt Ltd
www.paradigmmit.com

(formerly known as E Centric Solutions Pvt Ltd)

Regd. Office : 1st Floor, Innovative House, 6-3-663/G/4, Panjagutta, Hyderabad - 500 082. T.S. India.
Work: +91 44446000, | CIN - U72200TG2002PTC040141

Annexure

Name: Mr. Deepak machhindranath vishwakarma
Designation: Corporate Sales Executive

Components	Monthly	Yearly
Basic	11632	139584
DA	2678	32136
HRA	7037	84441
Statutory Bonus	1192	14304
Gross (A)	22539	270466
EMPLOYER CONTRIBUTIONS		
PF Contribution @12%	1717	20606
PF Admin charges @1%	144	1728
Insurance	600	7200
Sub Total (B)	2461	29534
CTC (A+B)	25000	300000
EMPLOYEE CONTRIBUTIONS		
PF Contribution @12%	1717	20606
PT	200	2400
ESI @ 0.75% on Gross	0	0
Sub Total (C)	1917	23006
Net Salary (A-C)	20622	247459

Terms:

*Net Salary is subject to Income Tax deductions as per applicable law(s).

Yours truly,

For **Paradigm IT Technology Services Pvt Ltd**



Authorized Signatory



[Signature]
Director

Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

ParadigmIT Technology Services Pvt Ltd
www.paradigmmit.com

(formerly known as E Centric Solutions Pvt Ltd)

Regd. Office : 1st Floor, Innovative House, 6-3-663/G/4, Panjagutta, Hyderabad - 500 082. T.S. India.
Work:+91 44446000; | CIN - U72200TG2002PTC040141

STANDARD TERMS OF EMPLOYMENT

1. VALIDITY TERM OF EMPLOYMENT:

- 1.1. Notwithstanding anything above, depending upon the aforementioned project/work/deputation, the Company reserves its right to extend/renew your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend/renew your temporary assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment; you shall be governed by such terms and conditions as may be indicated therein.
- 1.2. It is specifically understood by you that during your term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as the Company or otherwise.
- 1.3 Your appointment is being made on the basics of your particulars such as qualifications, etc. as given in your application for employment and in case any information, as given by you, is found false or incorrect, your appointment will be deemed void and liable for termination without notice.
- 1.4 In case there is any change in your residential address, you will intimate the same in writing to our Operations Team within three days from the date of such change and get such change of address recorded.

2. COMPENSATION:

- 2.1 You will be entitled to an employer's contribution of Provident Fund as per the rules applicable.
- 2.2 You will be covered under a Group Insurance Policy as applicable.
- 2.3 You will be entitled to all other statutory benefits wherever applicable during the period of this Employment.

3. DISCRETION:

- 3.1 That your appointment and continuance in the organization is further subject to your remaining physically and mentally fit and the Management shall have a right to get you medically examined at any time from any registered medical practitioner or a civil surgeon, of the area purely at its discretion
- 3.2 During the period of this Employment, your services could be deputed at the sole discretion of the Company to any of the company's clients to do work pertaining to or incidental to such Client's business. Such deputation will be communicated to you by way of a letter from the Company, and this will be effective from the date mentioned in such letter.

4. DEPUTATION:

- 4.1 During the tenure of the deputation, you will continue to be an employee of the Company and your compensation and applicable allowances shall be payable only by the Company. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowance, directly from the Client to whose site you may be deputed.

5. RULES/POLICIES OF THE CLIENT:

- 5.1. In the day-to-day functioning or carrying out your responsibilities and duties, you will receive instructions from the Client and will undertake to abide by any suggestions, etc. given by any assigned person(s).
- 5.2. You shall also abide by any training that may be offered to you by the Client.
- 5.3. You shall be bound to follow the working hours of the Client's organization.

ParadigmIT Technology Services Pvt Ltd
www.paradigmIT.com

(formerly known as E Centric Solutions Pvt Ltd)

Regd. Office : 1st Floor, Innovative House, 6-3-863/G/4, Panjagutta, Hyderabad - 500 082, T.S. India
Work: +91 40 44446000; CIN - U72200TG2002PTC040141


Director

Dhyansagar Institute of Management and Research
Balewadi, Pune-411045.

6. NON - DISCLOSURE:

- 6.1. You shall take care not to disclose or divulge confidential information/trade secrets, etc. belonging either to the Company or to the Client, that you may come across in the course of your responsibilities either to the Company and/or to the Client or to anyone outside the Client's organization and you shall use such confidential Information only in connection with the services provided by you to such Client.
- 6.2. Further, you shall not utilize any Confidential Information acquired in consequence of your employment for your benefit or for the benefit of any third party other than the Company or its Client who has disclosed such Confidential Information or for whom you have created the Confidential Information.

7. ASSIGNMENT OF INTELLECTUAL PROPERTY RIGHTS:

- 7.1. You are employed by the company on the express understanding that all services provided by you whether at the Company site(s) or on deputation, are being done on behalf of the company or its clients. Consequently, any and all intellectual property rights (including but not limited to patents, copyrights, trademarks, etc.) arising therein shall be owned exclusively by the Company or its clients to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with the Company or its clients exclusively and solely either in favor of the Company or its clients and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights vests solely with the company or its clients, as the case may be.

8. LIABILITY:

- 8.1. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the Client. This arrangement of deputation is purely an employment agreement between the Company and the Client for the time specified.
- 8.2. Further upon the lapse of your term of employment with the Company or earlier termination thereof, you shall have no right or claim against the Company for continued employment and in this regard, the Company does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.
- 8.3. You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit, against you.

9. INDEMNITY:

- 9.1 You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

All other terms and conditions of your employment remain unchanged.

We want you to understand that this is a rapidly growing company. It is a challenging environment that will require a lot of time and effort on your part. The Company is an evolving organization that can provide opportunities to individuals with talent that are committed to reaching our corporate goals. The Company provides a work environment that inspires creativity, outstanding client service, attention to detail and personal advancement. This is the kind of work environment that brings the best out in our employees and in turn brings the best in our Clients. We welcome your experience and skills to our team and expect your effort and talent to be a part of our growth and success.

Yours truly,

For **Paradigm IT Technology Services Pvt Ltd**



Authorized Signatory




Director

**Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.**

ParadigmIT Technology Services Pvt Ltd
www.paradigm.it.com

(formerly known as E Centric Solutions Pvt Ltd)

Regd. Office : 1st Floor, Innovative House, 6-3-663/G/4, Panjagutta, Hyderabad - 500 082. T.S. India.
Work:+91 44446000; | CIN - U72200TG2002PTC040141

06th Nov 2023

To,
Govind Surwase
BEED

Sub: Offer Letter.

Dear Govind,

We are pleased to offer you an employment with **Said Technologies Pvt Ltd** based on the interview discussions you had with us. You will be designated as "**Business Development Executive**" with effect from **20th November 2023**. You will be entitled to receive consolidated compensation of **4.5 Lakhs Per annum**, in which **3 lakhs will be fixed and 1.5 lakhs will be variable pay** which is completely based on 100% target achievement.

Your probation period will be 6 Months from the date of joining & after completion of probation your performance will be reviewed by the competent authority of SAID Technologies Pvt Ltd.

Your offer has been made on the information furnished by you. However, if there is any discrepancy in background verification or the copies of documents or certificates given by you, we retain the right to terminate your employment on immediate basis.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards achievement. We assure you of our support for your professional development and growth.

Kindly sign a copy of this letter as a token of your acceptance and send the scanned copy of the same over email. If you do not confirm your acceptance, this offer will be withdrawn.

Yours Sincerely,

For Said Technologies Pvt Ltd



Priya Akolkar

HR HEAD




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune 411045.



INTERN APPOINTMENT LETTER

Ms. Asmita Rajendra Mahanor

Address: A/p- Khedle parmanad,

Tal-Newasa Dist.-Ahmednagar

Pin code- 414105

E-mail: asmitamahanor0211@gmail.com

Ph: +91- 8308300494

3rd June 2023

Dear Asmita,

On behalf of "Whrrl Fintech Solutions (Whrrl)", I, Ashish Anand (Co-founder and CEO), welcome you to the position of "HR Intern". The terms and conditions governing internship with Whrrl shall be as follows: -

1. Effective Date & Duration of Internship

This Internship will be effective from **05/06/2023** (Effective Date) for a period of 6 months and can be extended or reduced by mutual agreement.

2. Role

Your internship role will be of **HR Intern**.

3. Location

Your location of internship shall be remote for the time being ("Work Location"). However, you may be asked to relocate to any of our units, locations, departments or the offices of our affiliates, depending on business requirements at any point of time.

4. Assignment

The firm reserves the right to assign your internship to any of Whrrl's subsidiary, group entities or affiliate entities on the same terms & conditions as specified in this offer letter

+91 91361 00118

connect@whr.loans


Director, WHR.loans

Dnyansagar Institute of Management and Research

Balewadi, Pune-411045.



Kontor Space, Ashar IT Park, Wagle Estate, Thane-400604



7. Stipend

You will be paid a monthly stipend of Rs. 10,000/- that shall be payable on the 7th day of the subsequent month.

8. Termination

The internship can be terminated by either party by giving a 15 days' notice during the first 2 months, and 30 days' notice post the 2 months should the internship continue, or during a full-time enrolment. However, Whrri reserves the right to terminate your internship without notice on disciplinary accounts.

9. Confidentiality

You acknowledge, and are aware, that during the course of your internship with the firm you will come into possession of valuable information/technical know-how and proprietary information of the firm, including but not limited to current and future business information of the firm, its affiliates, its clients, suppliers or employees.

You undertake to keep all such information in strict confidence, and reaffirm that you shall fully adhere to all confidentiality obligations that are set forth in your current terms of internship.

10. Obligations

During your internships, you shall devote your full business efforts and time to Whrri.

11. Non-Disparagement.

You agree, unless required during the course of discharge of your internship duties, both during and for five (5) years after your internship with the firm terminates, not to knowingly disparage the firm or its officers, directors, employees or agents in any manner likely to be harmful to it or them or its or their business, business reputation or personal reputation.

12. Non-Solicitation

You agree that for a period of twelve (12) months immediately following the termination of your relationship with the firm for any reason, whether with or without cause, whether voluntary or otherwise, you shall not either directly or indirectly solicit, induce, recruit or encourage any firm employee to leave the firm, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the firm, either for yourself or for any other person or entity.

+91 91361 00118



connect@whrri.loans
Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411004

Kontor Space, Ashanti Park, Wagle Estate, Thane, 400604.



Further, You agree that for a period of twelve (12) months immediately following the termination of your relationship with the firm for any reason, whether with or without cause, whether voluntary or otherwise, you shall not either directly or indirectly solicit or attempt to solicit any customer/client of the firm, either for yourself or for any other person or entity.

13. Other terms and conditions

- i. The intern hereby acknowledges and agrees to abide by all internal Policies of the firm. The firm reserves the right to change these Policies at any time in its absolute discretion.
- ii. All or any work of invention / authorship / development /code/ design/ architecture/draft created or contributed or developed by the intern during the course of his/her internship shall be deemed to be 'works made for hire' and any or all of intellectual property, right, title and interest in such 'works made for hire' shall be exclusive property of the firm or its nominee. To the extent any of such works are deemed not to be "works made for hire," Executive hereby assigns the copyright, patent and all other intellectual property rights in such works to the firm.
- iii. You represent that all information provided to Whrri or its agents with regard to your background is true and correct and the internship will be voidable at the option of Whrri if the firm finds inconsistencies during background check.
- iv. Your internship shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Mumbai, India.

Sincerely,

(Ashish Anand)

Co-Founder & CEO

Whrri

Accepted

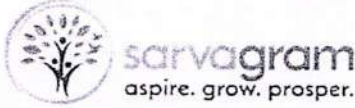
(Asmita Rajendra Mahanor)



Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.
connect@whrri.loans
www.WHR.loans

+91 91361 00118

Kontor Space, Ashar IT Park, Wagle Estate, Thane - 400604



OFFER – CUM – APPOINTMENT LETTER

Name: Dinesh Aglave

Address: SOLAPUR, Maharashtra, 413401

Dear Dinesh,

We are pleased to offer you this offer cum appointment letter ("**Letter**") for the position of **Operation Executive** with **SARVAGRAM FINCARE PRIVATE LTD** ("**Company**"). Your employment with the Company will be subject to your acceptance of this Letter and the terms and conditions set forth hereinbelow.

Upon your acceptance of the offer herein, this Letter shall form the employment contract that is a valid and binding agreement of employment between the Company and you, and you shall be bound by the terms and conditions stipulated herein below.

1. **Commencement Date:** Your employment with the Company will commence on 10-Apr-2023.

2. **Department:** Operations

3. **Place of Operation:** Your place of operations will be at our office Pune, Maharashtra

4. **Compensation**

4.1 In consideration of the satisfactory performance of your duties, functions and services, your salary will be **INR 2,61,048.00 (Rupees Two Lakh Sixty One Thousand Forty Eight Only) per annum**, on Cost to the Company (CTC) basis, in accordance with Company's standard payroll practices. Details of the same is set out in **Annexure I** hereto.

4.2 The Company may withhold from any amounts payable, such taxes and contributions as may be required to be withheld pursuant to any applicable law or regulation. The Company shall be entitled to deduct from your remuneration/ salary or any other amounts payable to you as per this Letter any and all amounts which you may owe to the Company, including without limitation, any over-payments, advances made to you by the Company or your failure to return Company's property.

4.3 During your employment, you will be eligible for performance appraisal and increment cycle as per company policy. The appraisal shall be on the basis of demonstrated results and effectiveness of performance and contribution during the period of review. The appraisal period will be from date of Joining to end of financial year and increment would be prorated accordingly. Employees joining from October to March will not be eligible for appraisal for that financial year. Your performance would be reviewed as per the Company's performance management system. The increments in your grade will not be automatic but will be subject to performance and contribution during the period of review and as per our performance appraisal process.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

5. Background Verification

Your appointment is subject to background checks, if any, to be conducted by the Company. In case of any discrepancy, incomplete or false representation of information or negative background verification report, or if the results of your background check reveal information that is inconsistent with our standards, the Company reserves the right to immediately terminate your appointment with the Company at any time prior or post to your joining, without further notice.

6. Duties and Responsibilities

6.1 You shall carry out the duties in accordance with the directions and supervision of your manager from time to time. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by the Company. In carrying out your duties, you must at all times, follow all policies and directives of the Company.

6.2 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of the Company or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of the Company or its affiliates or exceed the authority or discretion vested in you without the prior sanction of the Company or those in authority over you.

7. Working Hours

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment including when there is a change. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. The Company may, at its discretion, adjust the working hours and working days in a reasonable manner. On occasions, you may be required to work beyond your existing working hours depending upon the business requirements / exigencies from time to time.

8. Leave

You shall be entitled to leaves in accordance with applicable laws and the policies of the Company. Your leaves shall be calculated on a *pro rata* basis as per your date of joining the Company. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.



9. Travel

You may be required to undertake travel on behalf of the Company for project assignments and other Company work and you will be reimbursed travel expenses as per the Company's rules, subject to you furnishing the receipts of appropriate vouchers for the expenses incurred.

10. Transferability

Your services and terms of employment are transferrable to any other department or establishment or branch or subsidiary or affiliated companies of the Company in India or overseas, whether or not existing at the time of your appointment. In such a case, you will be governed by the terms and conditions of service as applicable to you at the time of transfer.

11. Confidentiality

During the continuation of your employment or at any time thereafter, you will not divulge or communicate in any manner details including but not limited to, your compensation structure (CTC), terms of employment performance rating, increment etc. to any other employee of the Company or any person/ other public at large. You shall not discuss, divulge or communicate by words or otherwise to any person(s) whatsoever, any information of a secret or confidential nature entrusted to you or coming to your knowledge, relating to the trade or business of the Company or of any group/ sister/ affiliate companies or any of its customers or to the methods, process, business logics, lead, customer data, server setup, server passwords, customized scripts, customized report and its employee data or to any experiments made by them or any of them or by any person in their employment or relating to the prices paid or charged by or the customer of the Company or its group/ sister/ affiliate companies, or administrative/ organizational matters of the Company which may be your personal privilege to know by virtue of being an employee of the Company or any such other information, the disclosure of which in the opinion of the Company, is likely to be prejudicial to the interests of the Company.

12. Exclusivity of Services

During your employment with the Company, you shall not carry on any business or profession or enter for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person, other than for the affiliates of the Company. You will devote your whole time and attention to your office work to promote the interests and business of the Company and/ or affiliates of the Company.

13. Notice of Termination

13.1 If you wish to terminate your employment, you may do so by providing a prior written notice of **3 (three) months** or payment in lieu thereof. In the event you request to be relieved from services with the Company at an earlier date, the Company may relieve you earlier **solely at its discretion**. Upon you serving notice of termination, the Company shall be entitled to unilaterally relieve you earlier. In such event the Company will pay you your compensation for such period you have worked with the Company after serving such notice and such period after termination.



You recognize that given your responsibility within the organization and the need for a transition should you wish to terminate your employment with the Company, the above notice period to be provided by you is necessary and reasonable.

13.2 If the Company wishes to terminate your employment, it may do so by providing a notice of **1 (one) month** or payment in lieu thereof.

13.3 The Company reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

- i) are found to have willfully suppressed any material information at any point of time prior to or during employment or any declaration given, or any information furnished by you to the Company is found to be false;
- ii) have violated the Company's code of ethics or rules or regulations or policies;
- iii) commit any fraud, indiscipline, or act of misconduct;
- iv) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to the Company;
- v) abstain from work for 7 (seven) consecutive days without informing the Company;
- vi) are convicted for any offence under any law for the time being in force in any jurisdiction;
- vii) do not have the mental or physical capacity to carry out your official functions, responsibilities, or duties;
- viii) commit any act detrimental to the interests of the Company; and/ or
- ix) have breached any of the conditions mentioned in this Letter.

13.4 On the termination of your employment for any reason whatsoever, you will return to the Company, without delay, all assets belonging to the Company, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to the Company or relating to its business affairs or dealing which are in your possession or under your control. At Company's option, you agree to provide a written certification of your compliance with this Clause.

13.5 Please note any joining bonus, onetime expenses (e.g., notice period buy out or relocation reimbursement) paid to you has a lock-in period of 6 (six) months from your date of joining and in case of your early exit from the Company, the Company shall have full right to recover all such amount(s) from you.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

14. Non-Solicitation

14.1 While you are employed by the Company, as well as for a minimum period of 12 (twelve) months from the date of the cessation of your employment with the Company:

i) you will not service, solicit, canvass or interfere or any attempt thereof, directly or indirectly, on behalf of yourself or any other person, company or entity, any account, supplier, client, customer, a previous customer or potential customer of the Company, to have, enter or enhance a business relationship or to terminate or otherwise modify their relationship with the Company, or in a manner that conflicts with or interferes in the business of Company as conducted with such customer or supplier or for any other reason;

ii) you will not, nor will you assist any third party to, directly or indirectly:

a) recruit, attempt to recruit, hire, solicit or attempt to persuade any employee of the Company or any person who was an employee of the Company during the 6 (six) months preceding the cessation of your employment with the Company, to leave the employment of or terminate a relationship with the Company;

b) interfere with the performance by any such persons of their duties for the Company; or

c) communicate with any such persons for any of the above.

15. Non-Compete

While you are employed by the Company and for a period of 12 (twelve) months thereafter, you will not directly or indirectly, on behalf of yourself or in conjunction with any other person, company or entity, own (other than less than 5% ownership in a publicly traded company), manage, operate or participate in the ownership, management, operation, or control of, or be employed by any entity which is in competition with the Company or the products or services being actively planned, developed, marketed, sold or otherwise provided.

16. Conflict of Interest

We expect all the employees to be loyal to the Company's business interest, clients and therefore avoid any actual or apparent conflict of interest. A "conflict of interest" exists whenever an individual's personal interests interfere or conflict in any way with the interests of the company as a whole. A conflict situation can arise when an employee takes actions or has interests that may make it difficult to perform his or her Company work objectively and effectively.

17. IT Security Practice and Procedures

While you are in the services of the Company, you will adhere to the IT security practice and procedures as prescribed by the Company from time to time. Any instances of violation or any attempted violation of the aforesaid IT security practices and procedures on your part shall result in disciplinary action.

18. Intellectual Property Rights

You agree and acknowledge that all rights, title and interest in all confidential information of the Company and any and all worldwide intellectual property rights, including patents, copyrights, designs, trademarks, databases or any other rights, in the work done/ created by you during the course of your employment with the Company, shall vest exclusively with the Company, its affiliates or clients and you shall not claim any right, title or interest in the same during the course your employment or at any time thereafter. You undertake to execute all and any such documents and to do all things necessary to vest the same in the Company as the sole and absolute owner, and shall not make use of such work, invention and/or patent for your own benefit or for the benefit of others during the continuance of your employment or any time thereafter.

If you make or create an invention, discovery, design, improvement or copyright work (together called a "**Relevant Work**", which expression shall include all rights attaching to or arising out of the Relevant Work) relating to or capable of being used in the business of the Company or any of its associated companies, you shall promptly disclose to the Company, full details of such Relevant Work to enable the Company to assess the Relevant Work and to determine whether under the applicable law the Relevant Work is the property of the Company. The rights to any design or copyright work produced by you in the course of your employment with the Company shall in any event be deemed to vest in and shall belong to the Company as "*work for hire*". You agree and acknowledge that any copyrightable work prepared by you during the course of your employment shall be "*works for hire*" under the Copyright Act, 1957, in India and under international copyright laws and that the Company will be considered the owner of such copyrightable works.

19. Retirement Age

You shall retire from the services of the Company on attaining the age of 60 (sixty) years, or such age as decided by the Company from time to time.

20. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission. Any notice to be given by you to the Company shall be in such manner as may be directed by the Company from time to time. In an event of change in your residential address, you will keep the Company informed as soon as possible.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

ear Sir /Madam,

This is to certify & confirmation that Ms. Diksha Nanasaheb Kadam is employee at BSC Services private limited, Pune.

- Employee number: BSCS/20-21/002
- Job Title: Software Engineer
- Date of Joining: 08-June-2021.
-

If you have any questions regarding her employment, then please contact at contact@beyondscs.com.

Thanks & Regards,

BSC SERVICES PRIVATE LIMITED,

PUNE,

MAHARASTRA.




Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



CIN:U93000MH2009PTC193800

4B/18, Muktai CHS, Devratna Nagar, Swadeshi Mills Road, Sion- Chunabhatti, Mumbai 400 022.

BR.Office-403, Raunak Arcade,4th Floor Above Kalanidhi Showroom,Gokhale Road, Naupada,Thane (West),Pin – 400 602.

Tel : 9136413322 Web : www.futurecarehrservices.com, E-mail : Ketaki@futurecarefacility.com/sales@futurecarefacility.com

Ref: FC/HR/12th September, 2022

Nitin Vishwakarma

nitinv3333@gmail.com

Dear Nitin,

This is with reference to your application and subsequent interview you had with us; we are pleased to offer you a position of a **Consultant** for our Client **Jaguar Land- Rover India Ltd** with effect from **15th September, 2022** on a Consultant Fee of **Rs.15,000/-Per Month**.TDS will be deducted basis the Govt. Income TAX regulations defined from time to time. The terms and condition of your employment are indicated as under:

1. **Place of Work:** Jaguar Land- Rover - Pune

2. **Contract Period:** Contract will be for the period for Six months – **15th September, 2022** to **14th January, 2023**.

3. **Work Schedule:** For administrative convenience your work schedule will be from Monday to Friday during 9.30 am to 6.30 pm. Your Reporting Manager may decide your working schedule depending upon your business exigencies. While the other employees of **Jaguar Land- Rover India Ltd** may have a different work schedule and may observe a different set of Public Holidays, you may have to work as discussed with your Reporting Manager on need basis.

4. **No Simultaneous Employment:** As per the provisions of the applicable labour laws you are not permitted to undertake double employment.

5. **Confidentiality of Information:** You will not during the continuance of this appointment and thereafter disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the company's technical knowledge, business practices or any other information, pertaining




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

to the company, of a confidential character. Please note that your compensation package is a confidential matter. All understandings pertaining to your compensation is a confidential matter between you and your Company and you will not share/discuss this information to anyone.

6. Information Sharing: This appointment is made on the basis of information provided by you in the application and certain assurances given at the time of interview. Should it prove untrue/incorrect at any time, the company reserves its right to take appropriate action. We will not be liable for any pending dues by your previous employer.

7. Termination: Either party shall have the right of terminating this agreement by giving the other party 30 clear days' notice in writing during the employment period. During probation period/extended probation period, 15 days' Notice will be an adequate Notice Period. The company shall have the right of terminating this agreement by notice in writing. If you are found to be guilty of any act of misconducts as described in the Industrial Standing Orders Act or any breach of your employment contract terms and conditions, Company reserves the right to discharge you from the services of the Company without giving any Notice.

Every employee at **Future Care HR Services** can look forward to a professional working environment, with a clear focus on performance which shall be result driven. There would be regular review meetings with your Reporting Manager and with other Senior Leaders. You are expected to attend these meetings and participate to derive maximum benefits for the Company.

We look forward to your valued contribution and association in the years ahead. We are confident that you will put all efforts for the overall growth and adding more value to our organization.

Kindly sign the duplicate copy of this letter as a token of acceptance of your appointment on the terms and conditions mentioned above.

Wishing you all the best and looking forward to a long and mutually rewarding relationship.

Best Wishes.

For Future Care HR Services Pvt. Ltd

KETAKI KIRAN
KIRAN KORGONKAR
KORGONKAR

Digitally signed by KETAKI
KIRAN KORGONKAR
Date: 2022.09.20 17:18:20
+05'30'

Authorized Signatory & Stamp




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

FUTURE CARE HR SERVICES PVT.LTD**- Nitin Vishwakarma- CONSULTANT**

PARTICULARS	Montly Fee	Less TDS Deductions	Payable amount
PROFESSIONAL -CONSULTANT - (MONTHLY PAYMENT AS PER THE PRESENT DAYS) Nitin Vishwakarma	16667	1667	15000

I have read, understood, and agree to abide by the aforesaid terms and conditions of employment.
I will Join the company on **15th September, 2022** with the below mentioned documents.

- Four latest color Photos. (P.P Size with red background)
- Pan Card, Aadhar Card-Self Attested Xerox Copy.
- Cancel Cheque copy.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Fwd: Offer Letter for Ajay Dharmik

Ajay Dharmik <ajay.jet23@gmail.com>
To: placement@dimr.edu.in

Thu, Nov 2, 2023 at 11:18 AM

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

From: **Square Yards** <offers@squareyards.com>
Date: Mon, Oct 9, 2023, 11:32 AM
Subject: Offer Letter for Ajay Dharmik
To: <ajay.jet23@gmail.com>
Cc: <anurag.pandey7@squareyards.co.in>, <tejal.wetal@squareyards.co.in>, <paramjeet.singh01@squareyards.co.in>, <debayan.bhattacharya@squareyards.co.in>

Dear Ajay Dharmik,

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Investment Manager** in our Company. Your beginning annual remuneration will be **INR 300,000/-**.
(Enclosed: CTC break-up).

In addition you will be eligible to participate in:

- The candidate will also be entitled to a variable incentive earned as a percentage of the revenue generated by the candidate on achieving the minimum required revenue target. The percentage will be determined in the incentive model which will be shared with the employee along with the Job Description. The incentive percentage and slabs will be subject to change from time to time at the sole discretion of the Company.
- Conveyance is part of the CTC and there shall not be separate reimbursement of conveyance expense.

Your joining location will be
Reporting Date & Time:

Pune- (Amar Paradigm Baner)
10-Oct-2023, 9:30 AM

Venue Detail:

315 Work Avenue, 4th floor, Amar Paradigm, Sr No. 110/11/3,
Baner - Mahalunge Rd, Opp Chroma, Baner, Pune, Maharashtra
411045

Contact Person:

Tejal Prakash Wetel



Director

Dnyansagar Institute of Management and Research

Balewadi, Pune-411045.

■ square
yards

Ajay Dharmik

	Yearly CTC	Monthly CTC
CTC	300,000	25,000
Earning		
Basic	195,000	16,250
HRA	83,400	6,950
Statutory Benefits		
PF (Employer Part)	21,600	1,800
Monthly Gross	278,400	23,200
PF (Employee Part)	21,600	1,800
P TAX	2,400	200
PA Cover	180	15
Mediclaime	4,800	400
Net Pay	249,420	20,785

*In the event of mutual separation, your notice period would be 0 days till you're on probation & 15 days after confirmation.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

Should you need any clarification prior to joining, please feel free to get in touch with Tejaj Prakash Wetaj, Tel: 8208780941 Email: tejaj.wetaj@squareyards.co.in

We look forward to a mutually rewarding partnership.

Please accept the offer by clicking on the button below. This shall however direct you to pre joining process further. You are requested to revert positively within 2 days.

Regards,

Human Resources
Square Yards Consulting Pvt. Ltd.

Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as appraised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/vary the terms and condition of this scheme or may completely revoke the scheme, at any time without any notice.

Accept




Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

Turtle Shell Technologies Pvt. Ltd.

City Centre, #40, Ground & Mezzanine flr.
Nomads Daily Huddle, Chinmaya Mission Hospital Rd
Indiranagar, Bengaluru, Karnataka
+91 96868 36933
contact@dozee.io

08-Jul-22

Dear Subhransu,

Congratulations! We are pleased to offer you the position of "Zonal Manager - South" at Turtle Shell Technologies Pvt. Ltd. In this very challenging and crucial role, you will be working closely with the Sales team. Your tentative joining date is 12 Sep 2022. We hope that you'll prove to be a great asset to the company in the times to come.

Your compensation structure is given below:

Compensation Structure			Description
Salary Break-up	Annual (Rs)	Monthly (Rs)	



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

eClerx

Apprenticeship Offer cum Appointment Letter

Date: Mar 06, 2023

Candidate Name: Mr. Ayush Awasare

Candidate ID: 2732728

Address: Gokhalenagar, Pune, Pune-411016, Maharashtra, India

Dear Ayush,

Congratulations!!!

We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program. Your designation under the Financial Markets Vertical would be an Analyst. Your functional title will be "Analyst". We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as "Contract"). Please return a duly signed duplicate copy of this letter for our records. Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you. Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you.

Regards



Offered By: Sagar Shetty

Designation: Program Manager- Human Resources


Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

eClerx

ANNEXURE I

Stipend and Benefits Applicable During the Contract Period

1. Stipend

Your stipend will be Rs. 18,323 per month for the duration of your training. This stipend is comprehensive and all-inclusive, and hence it shall be deemed to include all the liabilities of the Company.

The Company will deduct taxes or statutory payments from the stipend, as prescribed by the law of this country from time to time.

2. Benefits

2.1 Group Medical Insurance

- You are eligible for a floater medical insurance cover of INR 100,000 which covers your spouse, up to 2 children and yourself.
- The insurance is inclusive of pre-existing disease cover from the date of joining.
- You may also opt for an additional cover for your family, including your spouse, up to 2 children and parents / parents-in-law, post your joining the Company. The premium against the additional cover will be communicated to you and will be deducted from your salary.

2.2 Group Personal Accident Insurance

- You are covered for an amount of INR 300,000 under the Group Personal Accident Insurance Policy.
- The policy covers disablement (temporary and permanent both) and death caused due to accidents.

2.3 Life Insurance

You are covered by a term life insurance cover of INR 500,000 under the Group Life Insurance Cover Policy

2.4 Transport

The Company offers subsidized transport to all its employees, basis the local transport policy. Should you wish to avail it, an amount of INR 1,400 will be deductible from your fixed stipend every month.



Offered By: Sagar Shetty

Designation: Program Manager – Human Resources

Accepted by: _____

(Name and Signature)

Date:




Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.



Sua Automation Pvt. Ltd.

a Fountain of Innovation & Technology

Plot No. J-206/1, MIDC, Bhosari, Tal. Haveli, Dist. Pune- 411026

Email-info@suaautomation.com, Mobile-7774051527

18th April, 2023

Mr. Piyush Ramesh Ingale,
A/P- Mamelde, Tal- Chopada,
Dist- Jalgaon, Maharashtra.

Subject: Letter of Offer

Dear Mr. Piyush Ingale,

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

We are pleased to inform you that you have been selected for the post of **Asst. Manager- Projects & Installation** in our Organization as per the terms discussed during the interview.

We expect you to join us on or before -15-05-2023

The detailed letter of appointment will be issued to you on the day you report for duty.

Your gross annual salary on the basis of Cost to the Company will be **Rs. 620,435/- (Six Lac Twenty Thousand Four Hundred Thirty Five Rs. Only)** per annum, all inclusive. The details of the salary break up will give on at the time of joining.

Please submit copies of your educational qualification certificates, experience certificates, etc. at the time of joining the duty.

We welcome you and are delighted that you have chosen to be part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

Please acknowledge receipt of this letter.

Thanking you

Yours Truly,
For Sua Automation Pvt Ltd



Dnyandeo D. Shendage
Manager P & A




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

SUA Automation Pvt.Ltd		
CTC Calculation		
Name of Employee : Piyush Ramesh Ingale		
Designation : Asst. Manager- Projects & Installation		
Joining Date : 15/05/2023		
Sr. No.	Particulars	Amount (In Rs.)
1	Basic P.M.	19,800.00
2	Conveyance Allowance	5,890.00
3	H.R.A.	7,920.00
4	Attendance Allowance	13,400.00
6	Gross Earning	47,010.00
7	P.F.	1800.00
8	P. Tax	200.00
9	ESIC	0.00
10	Gross Deduction	2000.00
11	Net Salary	45,010.00
12	Yearly Salary	564,120.00
13	Employer PF Contribution	21,600.00
14	Yearly Bonus	19,792.00
15	Mediclaime	3,500.00
16	Gratuity	11,423.00
16	Yearly CTC	620,435.00

Thanking you,
Yours Truly,
For Sua Automation Pvt.Ltd

Dnyandeo D. Shendage
Manager P & A




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



AGILE CAPITAL SERVICES

OFFER LETTER

Date: 31 Aug, 2022

Dear Manali Baban Bamberg

College name - Dnyansagar Institute Of Management And Research

On behalf of **Agile Capital Services**, We are pleased to offer you the position of **Intern** with our company. Hope you will perform your best. All of us at **ACS** are excited that you would be joining our team!

Please find below, details regarding your internship:

Department: Marketing And Hr

Date of Joining: 12 Sep, 2022

Office location: Delhi/Work from Home

For any queries please feel free to write us at: **hr@agilecapitalservices.com**

Best Wishes!!



(Authorized Signatory)
Head HR
Agile Capital Services Pvt. Ltd.




Director

RG Trade Tower, Netaji Subhash Place, Pitampura, New Delhi - 110034
Email: info@agilecapitalservices.com
www.agilecapitalservices.com

Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384595369

Applicant ID - 6893386

18-Oct-2023

Dnyanesh Kadam

Dear Dnyanesh,

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

Please find enclosed the job offer letter.

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

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

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

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

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

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 001, India.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



Remuneration Details

Name : Dnyanesh Kadam

Position: Assistant Manager-II

Group: RETAIL BANKING GROUP

	Assistant Manager-II	
	Monthly	Annual
Basic	10000	1,20,000
HRA	5,000	60,000
Supplementary Allowance *	13,500	1,62,000
Superannuation Allowance	1500.00	18,000
Total	30,000	3,60,000
Retirals		
Retirals (PF, Gratuity) ***	2,633	31,596
Total Fixed	32,633	3,91,596
Performance Linked Retention Pay #	5,000	60,000
Total CTC	37,633	4,51,596
* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date: 18-Oct-2023

Digitally signed by Pritesh Ranjan
Date: 2023.10.18 20:15:23 +05:30
Reason: Offer Letter
Location: Mumbai

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

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

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




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



:2:

Reference No. - 1384595369

Dnyanesh Kadam

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

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

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

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

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

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




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Salary Offer		
Name of the candidate	Vijaykumar Bhande	
Current Organization	DAEBU Automotive Seat India Pvt. Ltd.	
Qualification	BE Mechanical,MBA	
Overall experience	1.5 years	
Grade	169	
Designation	Design Engineer	
Location	Pune	
Proposed Salary Component	Amount (INR)	
	Per Month	Per Annum
Basic Salary	10,009	120,109
House Rent Allowance	5,005	60,055
Flexible Allowance	-	-
Gross Salary I (A)	15,014	180,164
Medical Reimbursement	1,250	15,000
Telephone Allowance/Reimbursement	2,100	25,200
Leave Travel Allowance	-	-
Conveyance Allowance	1,600	19,200
Personnel Allowance	11,717	140,610
Allowances (B)	16,667	200,010
Gross Salary II (A+B)	31,681	380,174
Car Allowance	-	-
Driver Allowance/Reimbursement	-	-
Other Allowances (C)	-	-
Gross Salary III (A+B+C)	31,681	380,174
Provident Fund	1,201	14,413
Gratuity	481	5,777
Total Retirals (D)	1,683	20,190
Fixed CTC (A+B+C+D)	33,364	400,364
#REF!	2,053	24,636
Variable CTC (E)	2,053	24,636
Total CTC (A+B+C+D+E)	35,417	425,000

1. Other Benefits: You are entitled to Mediclaim for self plus 5 dependant family members as per the company policy.

2. Notional Value. You will be eligible for Bonus as per Payment of Bonus Act 2015




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

HRD: 2023-24/137/8765

19th October, 2023

Mr. Bhushan Gangawane
Bnk Colony,
Osmanabad, Osmanabad,
Maharashtra 413501.

Dear Mr. Gangawane

With reference to your application and the subsequent interview you had with us, requesting for training facilities in our organization, the Company is pleased to offer you an opportunity for training in the Company's **Pimpri** Office as '**Management Trainee –Data Analyst**' for a period of **1 Year** on the terms and conditions detailed hereunder:

- 1 Your training period will be for twelve months with effect from **19.10.2023 to 18.10.2024.**
- 2 You will not be entitled to any allowances other than the above to which the other employees of the Company may be entitled.
- 3 You will be entitled to 11 days of Casual-cum-sick leave and such other paid holidays, which the Company may declare from time to time. You will be eligible to get earned leave as per the Company Policy on completion of your training period.
- 4 You will diligently make all efforts to learn the necessary and required skills. You may be called upon to take such oral and/or written tests, which the Company may prescribe from time to time.
- 5 In case we feel that your progress and attendance are not up to mark of which the Company shall be the sole judge, the training facilities are liable to be withdrawn any time without notice or compensation in lieu thereof.
- 6 You can terminate training facilities by giving **one month's notice to the company or one month's salary in lieu of notice.** However, the Company reserves the right to terminate your training facilities at any time without notice or pay in lieu of notice and without assigning any reasons thereof.
- 7 You will be liable to be transferred to any department, office or establishment, forming part of our organization and/or including our subsidiaries and other sister concern in India or abroad and you will abide by the working hours of the department, office or establishment concerned without any extra remuneration nor will your stipend be reduced as a consequence of this transfer.
- 8 You will be bound by the rules and regulations in regard to the general conduct and discipline which may be framed from time to time.

Page 1 of 4

Regd. Office:

26-27, Mumbai-Pune Road, Pimpri, Pune - 411018, India. Tel: 020-27506200
Visit us at: www.finolex.com | Email: sales@finolex.com | CIN: L31300MH1967PLC016531



XCEEDS EXPECTATIONS
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045

Scanned by TapScanner



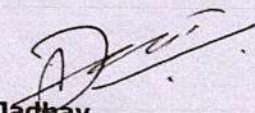
- 9 You shall be liable to work in any of the three shifts and whatsoever shift or duty hours that may be fixed in your case from time to time.
- 10 Upon completion of your training, you will return to the Company all tools, papers, documents or copies or money thereof etc., belonging to the Company which may at that time be in your possession.

The Terms and Conditions of this letter are subject to Jurisdiction of Pune Court. If you are agreeable to the above terms and conditions please return the copy of this letter duly signed by you confirming your acceptance.

Thanking you,

Yours faithfully,

For FINOLEX CABLES LIMITED


Ram Jadhav
AVP HR & IR

I have carefully read the terms and conditions of my appointment letter. I have understood the same and I accept them entirely.

Date:

Signature of the Trainee



Page 2 of 4

Regd. Office:

26-27, Mumbai-Pune Road, Pimpri, Pune - 411018, India. Tel: 020-27506200
Visit us at: www.finolex.com | Email: sales@finolex.com | CIN: L31300MH1967PLC016531


Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

XCEEDS
=XPECTATIONS

4th Dec 2023

To,
Mayuri Mahapure
Pune

Sub: Offer Letter.

Dear Mayuri,

We are pleased to offer you an employment with **Said Technologies Pvt Ltd** based on the interview discussions you had with us. You will be designated as **"Inside Sales Representative"** with effect from **4th December 2023**. You will be entitled to receive consolidated compensation of **Rs.20000/- per month**.

Your probation period will be 6 Months from the date of joining & after completion of probation your performance will be reviewed by the competent authority of SAID Technologies Pvt Ltd.

Your offer has been made on the information furnished by you. However, if there is any discrepancy in background verification or the copies of documents or certificates given by you, we retain the right to terminate your employment on immediate basis.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards achievement. We assure you of our support for your professional development and growth.

Kindly sign a copy of this letter as a token of your acceptance and send the scanned copy of the same over email. If you do not confirm your acceptance, this offer will be withdrawn.

Yours Sincerely,

For Said Technologies Pvt Ltd



Priya Akolkar

HR HEAD



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

08-02-2023

Employee ID: ESPM3084

Akshata Ingawale
Bhosri Aradhym Appartment,
Pandharpur,
Pandharpur
Maharashtra - 413304

Mr Akshata Ingawale,

Sub: Appointment Letter

Welcome to the Episource family.

Episource is an organization with Indian roots and a global vision. We are aware of the fact; we have a distinctive culture and would like to invite you to and enhance this culture. We are sure that you will contribute to the task ahead of us, in your own special way.

With reference to our Offer Letter dated 08-02-2023, We are pleased to appoint you as Trainee - MCC effective 08-02-2023.

Please note that the terms and conditions of your service contract as intimated here after, is to be treated as strictly confidential and you are not to divulge its content to any employee of the company/person connected with the company, who is not authorized by the management.

All information regarding your compensation, benefits and performance appraisal are to be treated as strictly confidential. Hence discussions or sharing of information with other employees either in public or private is strictly prohibited.

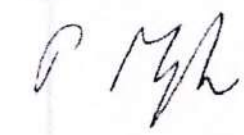
We congratulate you on this occasion and we hope you will render your good services with commitment and dedication.

You are advised to sign and return the duplicate of this letter as token of your acceptance.

We look forward to a long rewarding career with Episource.

With best Wishes,

For EpisourceIndia Pvt Ltd



Manjulaa Palanisamy
Vice President-HR



Akshata Ingawale

Page 1 of 9

Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Episource India Pvt. Ltd | www.episource.com | CIN - U72906TN2004PTC053347
Registered Office: No. 18, Sathyanarayana Avenue, Boat Club Road, R.A. Puram, Chennai - 600 023.

Corporate Office
2nd Floor, Prince Hotel City
No. 141, Rajiv Gandhi Salai (OMR),
Kudamthurai, Chennai - 600 090.
Ph: +91 44 4910 1615

Mumbai Office
5th Floor, E Wing, Corporate Avenue
(Ahuja Projects), Opp. Symbiose Corporate Park,
Chakala, Andheri-East, Mumbai - 400 093.

Vijayawada Office
Door. No. 54-15-5A, 3rd Floor,
Lakshmi Avenue,
Sriwasa Nagar Bank Colony,
Bine Road, Vijayawada - 520 005.

08-02-2023

Employee ID: ESPM3084

Compensation details of: Akshata Ingawale

Designation: Trainee - MCC

Component	ANNUAL (INR)	MONTHLY (INR)
Basic	71,875	5,990
HRA	52,850	4,405
Statutory Bonus	7,000	583
Provident Fund	18,186	1,516
Gratuity	3,458	289
Mediclaim Insurance	4,644	383
ESIC	5,827	486
Other Allowances	47,558	3,964
CTC	2,11,397	17,616
Total CTC	2,11,397	

- All payments are subject to statutory deductions.
- Mediclaim Cover (Family floater - coverage includes employee, spouse, Children, Parents /Parents-in- laws. Restricted to members including employee) Sum Insured - INR 100000/- (INR One Lakh only)
- Life Insurance Cover - INR 200000/- (INR Two Lakhs Only)
- For detailed eligibility & benefits, employee is advised to refer to HR Handbook.

Akshata Ingawale

Page 2 of 9



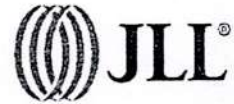
[Signature]
Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Episource India Pvt. Ltd | www.episource.com | CIN - U72900TN2004PTC053347
Registered Office: No. 18, Sathyanarayana Avenue, Boat Club Road, R.A. Puram, Chennai - 600 028.

Corporate Office
2nd Floor, Prince Info City,
No. 141, Ravi Gandhi Salai (OMR),
Kandanchavadi, Chennai - 600 036
Ph: +91 44 4910 1616

Mumbai Office
5th Floor, E-Wing, Corporate Avenue
(Atul Projects), Opp. Saitate Corporate Park,
Chakala, Andheri-Ghatkopar Link Road,
Andheri East, Mumbai - 400 053

Vijayawada Office
Door No. 54-15-5A, 3rd Floor,
Lakshmi Avenue,
Srinivasa Nagar Bank Colony,
Ring Road, Vijayawada - 520 005



September 20, 2023

To,
Prashant Ashok Fargade
Pune

Dear Prashant,

RE: APPOINTMENT as Facility Executive – Work Dynamics

We, Jones Lang LaSalle Property Consultants (India) Private Limited ("JLL"), are pleased to offer you an appointment with JLL, on the terms and conditions as per attached and as follows:

1. Position

You will be appointed to the position of **Facility Executive** in the **Building Operations Band at Level 2** within **Work Dynamics**. You will be reporting directly to the **Assistant Facilities Manager Soft Service**.

Although you have been selected initially for the **Work Dynamics** department, your services may be utilized by JLL in any other department, according to the needs of the business. JLL reserves the right, to make reasonable changes to any of your terms of employment, which will be communicated to you in writing.

2. Date of Commencement

Your date of commencement is **October 20, 2023** or earlier as agreed. You will initially base yourself out of **Pune**. You will be required to travel/relocate from time to time within India and Asia Pacific countries, as business requires.

3. Remuneration

You will be entitled to a base salary of **INR 4,65,600/- (Indian Rupees Four Lakh Sixty Five Thousand Six Hundred Only)** per annum. In addition to this you will be eligible for an Annual discretionary bonus as per the company policy. You will be responsible for payment of your personal income tax as per all applicable Indian tax laws.

JLL's policy on remuneration reviews is that they are conducted annually and are discretionary. Your performance will be measured annually to culminate in a decision so as to measure the quantum of bonus and change of role and responsibilities. The final decision to execute these recommendations rests with the management.

JLL will be entitled, at any time during your employment, or in the event of termination, however arising, to deduct from your salary any monies due to JLL, including, but not limited to loans or advances, and any amount arising on account out of excess holiday/leave.

You will be paid monthly on or around the last working day of each month or as determined, for the period covering the first day to the last day of each month.

4. Medical Benefits

You will be covered as under:

- (i) "Group Accident" and "Group Term Life"
- (ii) Either under Medical Insurance as per Company's policy or Employee State Insurance as may be applicable.

Level 12 Tower B
DLF Cyber Park Udyog Vihar Phase II
Gurgaon 122008

Registered Office:
Jones Lang LaSalle Property Consultants (India) Pvt. Ltd
No 1110 11th Floor Ashoka Estate 24 Roohamba Road
New Delhi 110001 T +91 11 3314 1000
F +91 11 3314 1001
Company CIN No. U74140DL1997PTC091209



This offer is subject to positive background verification

Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.



5. Place of work

(i) JLL has entered into an agreement with **Infosys** to provide Facilities Management Services. JLL requires your services in respect of this agreement. You will be deputed to **Infosys** Facility, which will be your place of work unless you are notified otherwise. The place of work may be changed from time to time. You will report for duty at such place of work as may be communicated to you.

(ii) Please note that you are not an employee of **Infosys** and have no relationships with **Infosys**. Your relationship is and shall remain with JLL under all circumstances. You shall not under any circumstances claim employment or other rights from the establishment you are deputed to.

(iii) You will conform to the rules and regulations pertaining to the client site you are working in, under all circumstances. Such rules shall include rules pertaining to hours of work, holidays or otherwise. You will be entitled to only client recognised public holidays.

6. Probation

You will be on probation for a period of **Six (6)** months and subject to your performance during this period, the firm, at its sole discretion, will either confirm you, or take a decision to release you from the services. The decision at the end of probation period will be communicated to you in writing. In case nothing is communicated in writing by JLL at the end of probation period, your probation period shall be deemed to be confirmed. This appointment is subject to one months' notice in writing by either party during the period of probation. The firm reserves the right to terminate your services during the probation period by giving you a notice of one month or salary in lieu of one month.

7. Hours of Work

Your normal hours of work will be from 9:00 a.m. to 6.00 p.m. from Monday to Saturday unless specified by the client in which case client specified work hours will be applicable. Due to exigencies of work, you may be required to work beyond normal hours or in shifts.

8. Annual Leave and Holidays

You will be entitled for accrual of one casual/sick leave every month you work. Additionally, you will be entitled for fifteen privilege leaves for the calendar year to be accrued on pro-rata basis as well as others holidays in accordance with the applicable laws. You are encouraged to refer to Leave Policy for more details.

9. Termination of Employment

This appointment is subject to **Two Months'** notice in writing by either party subject to the following additional obligations where termination takes place in the following:

9 (i) Termination of employment without cause

Either Party may terminate the employment by giving the other party a notice of **2 Months'** in writing. Payment in lieu of the notice period, full or partial waiver of this clause would be at the sole discretion of JLL.

9 (ii) Termination of your employment by JLL

JLL retains its right to summarily dismiss an employee without notice pay in the appropriate circumstances such as when you have been considered guilty of misconduct or fraudulence.

For a period, equivalent to notice period, JLL may, in circumstances in which it reasonably believes that you are guilty of misconduct or in breach of your employment terms in order that the circumstances giving rise to that belief may be investigated, temporarily suspend you from the performance of your duties or exclude you from any premises of JLL and need not give any reason for so doing. Remuneration will not cease to be payable by reason only of such suspension or exclusion.

Level 12 Tower B
DLF Cyber Park Udyog Vihar Phase II
Gurgaon 122008

Registered Office:
Jones Lang LaSalle Property Consultants (India) Pvt. Ltd.
No 1110 11th Floor Ashoka Estate 24 Barakhamba Road
New Delhi 110001 T +91 11 3314 1000
F +91 11 3314 1001
Company CIN No. U74140DL20052401209

Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

This offer is subject to positive background verification



23-08-2023

Dear **Sayali**,

Congratulations! It is our pleasure to offer you the position of **Admission Counsellor (Sales)** at Grade **G1** with **TalentEdge Education Ventures Pvt. Ltd.**

Please find the specifics of your offer below:

1. Your employment will be governed by TalentEdge Education Ventures Employment Agreement.
2. You will be based at our **TalentEdge Pune, Pune, Maharashtra, India** Office.
3. The standard work days would be for 5.5 days in a week on a rotational basis for 9 hours per day. Also depending on your deliverables, you will be required to manage your work hours/days to achieve your goals for the defined periods. The work timings may extend beyond the specified hours based on the Company's requirement. The company reserves the right to change workdays and hours of work at any time and as per exigencies of work.
4. **Compensation:**
 - a) Fixed component of CTC will be **INR 3,00,000**. This will be disbursed to you as per company's current standard compensation plan (Annexure I attached).
 - b) Over and above the fixed Compensation, you shall be eligible for performance-based incentive up to **INR 4,00,000** per annum on achieving specific targets, which will be paid as per the "Sales/Variable Policy". You may be eligible for additional incentives subject to your out-performance which is confirmed by the Company. The actual payout of the incentive may vary depending on a number of factors, including but not limited to Company and/or individual performance, management discretion and the terms and conditions of the applicable "Sales/Variable Policy". To understand the incentive payout structure, please refer to Annexure II.
5. You are expected to join us on **28-08-2023**.
6. At the discretion of the company, you will be eligible for an appraisal and annual variable payout only if your date of joining is on or before 30th September of the current financial year. Further, your variable payout would be paid out in the next financial year on a pro-rata basis if your date of joining falls after 30th September of the current financial year.
7. You will be required to submit to our HR a set of documents. (As detailed in Annexure II) at the time of joining.
8. This Offer is subject to Successful background verification.

Please note: You will be on a probationary review during the first three (3) months of your employment with the Company ("Probation Period"). Confirmation of your employment is contingent upon your successful completion of the Probation Period.

TALENTEGE

Please confirm acceptance of this letter by signing and returning a copy. I would like to take this opportunity to welcome you to the TalentEdge Ventures family and look forward to have a long and mutually beneficial relationship.

With Kind Regards,

For Talentedge Education Ventures Pvt. Ltd.



Nilesh M Lolayekar

Managing Director & CEO

Received & Accepted

Sayali Kawale

(Signature)



Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Annexure I

Name: Sayali Kawale

Department: Sales

Designation: Admission Counsellor

Grade: G1

Location: TalentEdge Pune, Pune, Maharashtra, India

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,05,000	8,750
HRA	52,500	4,375
Special Allowance	1,15,849	9,654
Gross Earning	2,73,349	22,779
Provident Fund (Employer's Contribution)	21,600	1,800
Gratuity	5,051	421
Fixed CTC	3,00,000	25,000
Incentive Annual	4,00,000	
Total CTC	7,00,000	58,333

Note:

- Term insurance of 10 lakhs, if the fixed CTC is below 7 lakhs. Term insurance of 20 lakhs, if the fixed CTC is 7 lakhs or above.
- Mediclaim coverage of Rs. 5,00,000 for Self + Spouse + 2 Kids.
- Group Personal Accident Insurance of Rs. 10,00,000.
- The reimbursements will be subject to submission of Bills.
- Failing to submit the bills for reimbursement, amount is still receivable but as a taxable component.
- Tax will be deducted as per applicable slab rates.

TALENTEDGE

- The company would have the right to amend the salary breakup at any point of time – in line with its policies or governing regulations.
- Your Compensation is subject to review, at the sole discretion of the Company, in accordance with Company's policies amended from time to time.
- The Compensation review disbursement, if applicable, shall be determined and processed as per the company's policy.



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Annexure II

Please note that the incentive component of your CTC, will be paid as follows:

- 80% of the eligible sales incentive will be paid on a monthly basis as per the achievement of the monthly target.
- 20% of the remaining incentive to be paid after 6 months based on collections.

In case of role change during the year, Variable/Incentive payout matrix will be applicable as per the existing Variable and Incentive policy.




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Annexure III

Documents Required

- Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's Id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill).
- Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available).
- Aadhar Card / Copy of Aadhar application (in case Aadhar is not available).
- Education Documents (Graduation/Diploma Certificates/NOC and Mark Sheets).
- Previous Employer's Resignation Acceptance or Relieving/Experience/Service Certificate for candidates with prior experience (if applicable).
- Four (4) passport size colored photographs.




Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Background Verification Policy

Policy Outline: Purpose

This policy outlines TalentEdge Ventures procedures for conducting background verification checks for all full-time employees to ensure that all employees have the appropriate qualifications and experience for their roles.

Scope of Policy

This policy applies to all identified positions and all full-time employees.

Policy Statement

The Human Resource Operations team is solely authorized to conduct and oversee the background check process. The process will involve contracted third party and/or appropriate law enforcement agencies to ensure accuracy and completeness of the verification process. Information discovered through the background check process will only be used to evaluate an employee's suitability for employment with TalentEdge Ventures.

Background Checks & Scope

The background check will cover the following areas:

- Highest education background check
- Last employment check (prior to joining TalentEdge Ventures)
- Personal Identification documents check (PAN / Aadhar)
- Address verification (Permanent / Current address)
- Criminal Record Check

It is important to note that the background verification process is mandatory for successful employment. Additional areas of verification may be required, as and when deemed necessary by TalentEdge Ventures.

Applicant's Duty to Disclose

Employees onboarded are required to provide accurate and complete information during the background verification authorization process. Failure to do so may lead to disqualification from employment and further consideration.

Negative Findings (Red/Amber Cases)

If an element of the background check is highlighted as Red/Amber, the HR Head and Vertical Head will be informed (verbally/email).

In the event that the candidate is unable to provide validation against the highlighted element in report, the offer of employment may be revoked, or the employment may be terminated.



Extending Your Enterprise

01-Dec-2023

Ganesh Gadge

101 ZP School Nimgaon Swa

Nimgaon Sawa Maharashtra 410504

India

Letter of offer**Dear Ganesh,**

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected for the role of **Associate - Operations (JC6240)** in **WNS Global Services Pvt. Ltd.**, based at our **Pune - Magarpatta (PUNE AV)** 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 - Operations (JC6240)**.

Compensation: Your Total Gross Pay will be **INR 2,74,218 (Indian Rupees Two Lakh, Seventy Four Thousand, Two Hundred And Eighteen 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 II for your reference.

Joining Date: You are expected to join us by **01-Dec-2023**.

Place of work: Your place of work will be **Pune - Magarpatta (PUNE AV)**. 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.

For WNS Global Services Pvt. Ltd.

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition



DocuSigned by:

57DFBE94B0EE4AC...

Accepted and Agreed
Dnyansagar Institute of Management & Research
Balewadi, Pune-411045.

Ganesh Gadge
Candidate's Name & Signature

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

WNS

Extending Your Enterprise

1. TERMS & CONDITIONS:

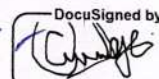
- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore, the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however, probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 60 (sixty) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 60 (sixty) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period, the Company reserves the right to recover compensation in lieu of notice period from you.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type/nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs / guidance required to discharge your duties effectively at the cost, efforts and time of the Company.
- j. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times,

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:

 57DFBE94B0EE4AC...

Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

Ganesh Gadge
Candidate's Name & Signature

Accepted and Agreed

WNS

Extending Your Enterprise

despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.

- k. You will automatically retire from the services of the Company on completing the age of 58 years.
- l. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
- m. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.

2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. 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 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 and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. 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 or pay in lieu off.
- d. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please initial each page in acceptance of the terms and conditions set out herein.

Kindly acknowledge receipt of the offer letter and confirm your acceptance via e-mail within 5 working days from receipt of mail with offer letter. In case you do not accept this offer within the stipulated time and in absence of any communication from your end to this effect, it will be presumed that you are not keen on pursuing this employment at WNS and hence the said offer shall stand revoked at the sole discretion of the company

Yours faithfully,

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:
[Signature]
57DFBE94B0EE4AC...

Accepted and Agreed
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045
Ganesh Gadge

Candidate's Name & Signature

WNS

Extending Your Enterprise

Annexure I

1. You need to furnish the following Documents at the time of joining WNS.

NOTE: Joining will not happen without these documents.

A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply:- (Any ONE of the following: Birth Certificate, Xth, XIIth Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID : Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hall Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License, Voter's ID, Nationalized Bank Passbook with photograph and address, Electricity Bill - latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill, Telephone Landline Bill - latest of Self or Parents, or Current lease deed - with you or your parents / spouse as lessee or co-lessee) - 1 copy . The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important) (as applicable: Xth, XIIth, Graduation, Post-Graduation Certificate, Copy of Diploma, others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable) OR Marriage Affidavit with Couple Photo
L	Self declaration Medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition



DocuSigned by:

87DFBE94B0EE4AC...

Accepted and Agreed**Director**

Dnyansagar Institute of Management and Research
Balewadi, Pune-411041

Ganesh Gadge**Candidate's Name & Signature**

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

WNS

Extending Your Enterprise

NOTE:

- The same document may be used as proof for more than one of the above requirements.
- Original copies to be brought along with copies for the purpose of verification.

2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

1. Updated Resume.
2. Marriage Certificate (if applicable).
3. Self declaration Medical Fitness form.
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

Information.....

1. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group.
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSN) if allocated.

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:
(Signature)
57DFBE94B0EE4AC...

Accepted and Agreed
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045
Ganesh Gadge

Candidate's Name & Signature

WNS

Extending Your Enterprise

Annexure II			
Name	:	Ganesh Gadge	
Title	:	Associate - Operations (JC6240)	
Role Band	:	A	
BU/EU	:	Shipping & Logistics (901013000)	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		8,306	99,675
House Rent Allowance		4,153	49,838
City Compensatory Allowance		1,564	18,768
Sub Total - I	A	14,023	1,68,280
Bonus / Incentive (4)	(a)	2,707	32,482
Company's contribution to Provident Fund (1)		1,184	14,213
Company's contribution to ESI (3)		544	6,525
Sub Total - II	B	4,435	53,220
Total Fixed Pay	C = A + B	18,458	2,21,500
Bonus / Incentive at Maximum Level (4)	(b)	7,100	85,200
Gross Pay (CTC) at Minimum Level	D = C	18,458	2,21,500
Gross Pay (CTC) at Maximum Level	E = D + (b) - (a)	22,852	2,74,218
BENEFITS			
Gratuity payable As per Payment of Gratuity Act, 1972			
Note:			
1) 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.			
2) The Company provides following discretionary Insurance benefits: a) Mediclaim 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 d) Parents can also be covered individually or through a Floater at an annual premium as per the company policy. You would have to enroll and pay the sum separately through payroll. Note: The company reserves the right to make appropriate changes to the Insurance plan as and when necessary.			
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.			
4) 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.			

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



Director

Dnyansagar Institute of Management and
 Research
 Balewadi, Pune-411045.

DocuSigned by:

57DFBE94B0EE4AC...

Accepted and Agreed

Ganesh Gadge
Candidate's Name & Signature

The Muthoot Group, M G George Muthoot Tower, Alaknanda, New Delhi-110019

Offer Letter

Dear Ms.Mitali Vijaykumar Kirde,

Greetings from **The Muthoot Group!**

Subsequent to the various discussions you had with **HR Team** at **Muthoot Finance Limited**, we are delighted to confirm the offer of your employment for the position of **"JUNIOR RELATIONSHIP EXECUTIVE"** at **Muthoot Finance Ltd.** Please find the below Terms and Conditions of your anticipated employment with us.

The position we are offering you is that of **"Junior Relationship Executive – Pune, Nirala Bazar (1043)"**. The band/role offered is at the **position/grade is junior executive**, reporting directly to the Branch Head. The compensation offered (CTC) for the role is **INR 3,52,586/- (Three Lakhs Fifty Two Thousand Five Hundred and Eighty-Six Rupees Only)**.

Cost to Company

Cost to Company	3,52,586
Component	Per Annum
Basic Salary	100,800
House Rent Allowance (HRA)	67,200
Fixed Incentive	36,000
SUB TOTAL	204,000
Business Incentive	108,000
SUB TOTAL	108,000
PF Employer Contribution	13,104
ESIC Employer Contribution	6,636
Gratuity	4,846
National Pension Scheme	3,000
Bonus with Exgratia	13,000
SUB TOTAL	40,586
TOTAL	352,586
GROSS MONTHLY SALARY	17,000
PF Employee Contribution	1,008
ESIC Employee Contribution	128
Net In-Hand Salary	15,864

*The amount is indicative, and the Management reserves the right to amend the policy at any point in time.



Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411046

ANNEXURE A

Terms & Conditions for Selected Candidates for Joining at (Pune)

Important Note: The following Documents must be submitted on the date of documentation without which, your Selection shall be deemed to have been Cancelled/Withdrawn. Please submit the following documents on or before your joining date without which the offer of employment shall be void.

- | | | |
|-----------------------------|---|---|
| 1. Passport Size Photograph | : | 5 Nos.(Latest –Professional photographs only) |
| 2. Employment Bond | : | For 2 years in the prescribed format of the Company (to be executed on Rs. 100/- Non-Judicial Stamp Paper, purchased in the name of Executants /Candidate &Notarized) along with one self-attested photocopy of valid ID proof |
| 3. Undertaking | : | One Undertaking from well settled local persons / government employed local persons (as per Company's format) on a non-judicial stamp paper of Rs. 100/- each along with their Address proof (duly signed by the candidate) and one passport size Photograph. Each page should be signed by the undertaker including ID and Address proof. The stamp paper should be notarized. |
| 4. Copies of Certificates | : | 10th, 12th& Graduation are to be submitted. |
| 5. Original Certificates | : | 10th Pass Certificate or Graduation Degree. |
| 6. Aadhaar Card | : | Copy of Aadhar card with DOB: - DD/MM/YYYY format. |
| 7. Other Documents | : | 1) Relieving letter from the last Employer/Copy of Resignation. (Letter with Company's acceptance Stamp & Signature, Last three month-'s' Salary Slips)

Medical Reports for the tests prescribed(CBC, Kidney Function Test, Urine Test, Blood Sugar, Blood Pressure, HBA1C,Blood Platelet, Count, ECG, ESR, Liver Function Test & Lipid Profile) - Only in case of candidates above 50 years of age. |

metali
Signature of the Candidate with date



Signature of Interviewer

[Signature]
Signature of Approving Officer
Balewadi, Pune-411045.

8. Other terms and conditions

9. Training Program

10. ESIC Facilities

As per Appointment/ Placement letter which will be issued within 7 working days from the date of joining

BMs- 10 Days, CCE/Acets, Staff- 11 Days, Others- 5 Days at RLC/MMA which is extendable at the sole discretion of the Company (depending on performance during Training).

Candidates with offered a gross monthly salary of Rs.21,000/- & below must carry 2 additional Post - Card Sized photographs with them.

Your selection will be confirmed only after receipt of a positive Background Verification Report. In case of any adverse report during the verification conducted by our Vigilance Department/BGV agency and/or in case any of your statements/representations given at the time of your interview, are found to be false, then this offer shall be deemed to be null & void and withdrawn immediately. You may furnish the details of your Sureties also, at the time of your verification process by our Vigilance Department/BGV Agency.

Accommodation facilities at the Company's Guest house will be provided only to outstation candidates, subject to availability and on being specifically asked by the candidate before joining. Actual Travelling allowances incurred during the Training Period (only Public Transport) will be reimbursed to all outstation candidates, subject to a maximum of Rs.200/- per day. No DA will be applicable during the training period. Please note that no TA / Salary is payable, if the candidate leaves the organization during the training period.

I hereby declare that I have read and understood the terms & conditions enumerated herein above, which form part of my training/employment and I hereby confirm my unconditional acceptance of the same.

metali

Signature of the Candidate with Date

[Signature]

Signature of HR Dept. with Date

(For internal use only)

Signatures of approving officer with Date: *[Signature]*

[Note: **This offer letter is valid only if the candidate duly abides by all the terms and conditions, as stated above.



[Signature]
Director

Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

Date: 24 Aug 2023

Mr AKSHAY JAYRAM SHETTY
S o jayram shetty
pune nashik road behind nageshwar school moshi alandi rural pune
maharashtra 412105 412105

Employee No: 3100420
Dear Mr AKSHAY JAYRAM SHETTY

Appointment Letter

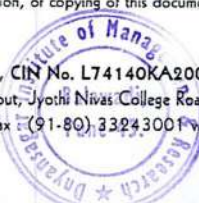
We are pleased to appoint you in our organization as Sales Associate subject to the following terms and conditions:

1. Your contract will commence from 24 Aug 2023 and expire on 23 Aug 2024 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 24 Aug 2023 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Doc ID: TL7ED9A18C76A

TeamLease Services Limited., CIN No. L74140KA2000PLC118395
Ascent Building, # 77, Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala, Bangalore-560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com




Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 5th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.
13. The nature of your relationship with TeamLease will be that of contract of service from 24 Aug 2023 to 23 Aug 2024. Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.
14. Upon resignation or early termination of your fixed term contract, an amount of Rs. 500/- (Rupees Five Hundred Only) shall be deducted from your full and final settlement towards the Alumni & Learning Fee. This Fee is towards Lifetime Access to the TeamLease Alumni App, where you will continue to have access to the TeamLease Learning portal to be able to access free courses. You will also get various job recommendations from our TL Connect Job portal basis your career interests. Additionally on the TeamLease App, you will also be able to view & download your Payslips, Appointment letter, relieving letter, PF statement, Income Tax statement etc.
15. "You shall not, either during or after termination of your employment with client give out to any third part by word of mouth or otherwise, the Proprietary and/or Confidential Information of the Company, that shall include but not limited to all information, software (whether in object or source code), statistics, data, data base, knowledge, trade secrets, inventions, products detail, know-how, formula, processes, designs, drawings, charts, maps, concepts, ideas, systems, project plans, business plans, client details, security information, any other creations of whatsoever nature, kind or description, organizational matters pertaining to company or our client. Further, you shall not at any time, whether during or after the period of employment, use such Proprietary or Confidential information or any part thereof, for your own benefit or for the benefit of any person, firm, company or other legal entity other than our client. This Non-Disclosure obligations enumerated above shall be binding on you at all times, irrespective of whether you continue to be employed by the company or not.
16. This appointment letter shall be co-terminus with the agreement we have with our client.
17. Upon joining, an amount of Rs. 399/- shall be deducted from your first month pay towards Assessment and Verification Fee. This will include Soft Skills Assessment along with a detailed Assessment report conducted at the time of joining. Suggested Skill building Certification courses along with access to Learning content on our Learning platform.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Doc ID: TL7ED9A18C76A

TeamLease Services Limited, CIN No. L74140KA2000PLC118395
Ascent Building, # 77, Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala, Bangalore-560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243007 www.teamlease.com

Director
Dnyansagar Institute of Management and Research
Balewadi, Pune-411045.

Salary Annexure

Employee No: 3100420

Particulars	Amount
Basic	15070
House Rent Allowance	5052
Employer PF Contribution	1800
Insurance	781
Medical Reimbursement	1250
Statutory Bonus	1128
Employee Compensation	36
Total Amount	25117
Amount In Words(Rs)	Twenty Five Thousand One Hundred Seventeen Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	15070
House Rent Allowance	5052
Medical Reimbursement	1250
Statutory Bonus	1128
Gross Earnings	22500
DEDUCTIONS *	Amount
Employee PF	1800
Professional Tax	200
Total Deduction	2000
Net Salary	20500

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://connect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

**This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Doc ID: TL7ED9A18C76A

TeamLease Services Limited, CIN No. L74149KA2000PLC118395
Ascent Building, # 77, Koramangala Industrial Layout, Jyothi Nivas College Road, Koramangala, Bangalore-560095
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

Director
Research Institute of Management and
Research
Balewadi, Pune-411045.

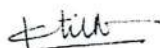
TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed



(Authorized Signatory)

Signature and date:

Name: AKSHAY JAYDAM SHETTY



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Doc ID: TL/7ED9A18C76A



Integrated Circuit and Information Technology Pvt. Ltd.,

ISO 9001 : 2008 CERTIFIED

2022-23
Batch

Ref: 02/ICIT/Offer/2023

Date: 28.08.2023

OFFER OF APPOINTMENT

To,
Ms. Sanmati Ghorpade
Lane No. 6, Madhuban Society,
Old Sangvi, Pune - 411027.

Dear Ms. Sanmati,

With reference to your application dated 25/08/2023 and the subsequent interview you had with us on 25/08/2023, we are pleased to inform you that you have been selected for the post of Counsellor/Placement & Training Officer in our organization on consolidated initial period of 6 month salary of Rs. 15000- (Fifteen Thousand only) per month. You will be on probation for a period of six months from the date of your appointment.

Please note that this is only an offer of appointment and the detailed appointment letter mentioning all the contractual obligations as per the existing rules and regulations of the company will be issued to you within one week from the date of your joining.

You are requested to sign on the duplicate copy of this letter and return to us as a token of your acceptance.

With Best Wishes,

N R Jadhav,
Director, ICIT Pune

ICIT Pvt. Ltd., VLSI Design & Research Center, Department of Electronic Science, Savitribai Phule Pune University,
Ganeshkhind Road, Pune - 411 007 (India) Tel.: 020-25690836 / 25690837 E-mail : icitonline@gmail.com Website : www.icitonline.org



Director
Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.



MKCL
Creating a Knowledge Lit World
www.mkcl.org

MAHARASHTRA KNOWLEDGE CORPORATION LIMITED

CIN: U80302 PN2001 PLC135348

ISO 9001:2015 Company

Mrs. Komal Chavan

Subject: Extension of Fellowship.

Dear Mrs. Komal,

This refers to our discussions with you on the above-mentioned subject.

We are pleased to inform you that considering your performance review and recommendation by your concern Program Head, Maharashtra Knowledge Corporation Ltd. (MKCL) has decided to extend your fellowship from August 01, 2023 to March 31, 2024. Your current place of posting will be at MKCL's office, Pune. However, later you may be posted at other location.

You will be paid a consolidated stipend of Rs.15,000/- (Rupees Fifteen Thousand only) per month up to July 31, 2023. Further, w.e.f. August 01, 2023, consolidated stipend of Rs. 17,700/- (Rupees Seventeen Thousand & Seven Hundred Only) per month will be paid to you for agreed deliverables as a Fellow. Taxes as applicable will be deducted from the above mentioned stipend amount.

The additional benefits and facilities are also enlisted in Annexure A attached herewith.

Your fellowship shall be governed by the various policies, rules and regulations of MKCL as may be applicable from time to time. In order to fulfil your entrusted responsibilities as Fellow, you will continue to report to appraiser as mentioned in the Organization Structure from time to time.

You will be entrusted with the roles and responsibilities in MKCL's HETP Program and other allied areas and may be transferred to other Program/s as per organizational requirements. Your services may be terminated by either party by giving a month's notice in writing to the other or may be terminated as agreed mutually.

While we do look forward to your deep involvement in MKCL's mission, you are requested to convey your acceptance of this offer within 3 days of receipt by you by email to hrd@mkcl.org with subject line "My acceptance of revised offer for Fellowship" and stating that "I hereby convey my acceptance of revised offer of Fellowship on the terms and conditions conveyed to me vide letter dated _____", failing which this offer shall stand withdrawn.

With best wishes,
Sincerely Yours,

Komal Chaubal
Chief Executive Officer
Enclosure: Annexure A: General Rules

Registered Office: ICC Trade Tower, 'A' Wing, 5th Floor, Senapati Bapat Road, Shivajinagar, Pune 411 016, Maharashtra, India.

Tel.: +91 20 4011 4500/ 4011 4501, Fax No: +91 20 2563 0302

Branch Office: ICC Trade Tower, 6th Floor, Senapati Bapat Road, Shivajinagar, Pune 411 016, Maharashtra, India. Tel.: 020- 4011 4500/01

Branch Office: ICC Trade Tower, 'B' Wing, 5th Floor, Senapati Bapat Road, Shivajinagar, Pune 411 016, Maharashtra, India. Tel.: 020- 4011 4570/71

Branch Office: Seawood, Plot No. 30, Sector 42-A, Nerul, Nav Mumbai 400 706, Maharashtra, India. Tel.: +91 22 27715021/ 22, Fax No: +91 22 2771 5025



Dnyansagar Institute of Management and
Research
Balewadi, Pune-411045.