Criteria:5	Student Support and Progression
Key Indicator:5.2	**Student Progression**
Metric No.5.2.1	Percentage of placement of outgoing students and students progressing to higher education during the last five years

5.2.1. Percentage of placement of outgoing students and students progressing to higher education during the last five years

Academic Year	2022-23	2021-22	2020-2021	2019-20	2018-2019	
Total no. of outgoing students	103	135	135	—	—	Average Percentage of last five years
Total no. of students placed and progressed to higher education	44	45	61	—	—	
% of students benefited	42.71 %	33.33 %	45.19 %	—	—-	**40.41 %**

Ghogaon, Tal: Karad, Dist: Satara, Pin: 415111 (Maharashtra), Ph. (02164)257309, 257050
Website: www.sietghogaon.org Email: ssietdegree@gmail.com, 1215principal@msbte.com

Criteria:5	Student Support and Progression
Key Indicator:5.2	**Student Progression**
Metric No.5.2.1	Percentage of placement of outgoing students and students progressing to higher education during the last five years

5.2.1.1 . Number of outgoing students placed and progressed to higher education during the last five years

2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
NA	NA	61	45	44

5.2.1.2 . Number of outgoing students year wise during the last five years

2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
NA	NA	135	135	103



Placement of outgoing students during the last five years

SR. NO.	PASSING OUT YEAR	NAME OF STUDENT PLACED	PROGRAM GRADUATED FROM	NAME OF THE EMPLOYER	PAY PACKAGE AT APPOINTMENT (IN INR PER ANNUM)/TURN OVER
1	2022-23	CHAITANYA VAMAN MORE	CIVIL ENGINEERING	VAICHAL GROUP,PUNE	1,80,000
2	2022-23	JADHAV ROHIT ANANDRAO	CIVIL ENGINEERING	PAWAR CONSTRUCTION,KASEGAON	1,56,000
3	2022-23	LOHAR AMIT MAHADEV	CIVIL ENGINEERING	ROHIT MOHITE CONSTRUCTION ,KARAD	1,56,000
4	2022-23	SAGAR MASKAR	CIVIL ENGINEERING	CONSTRU TECH SOLUTIONS MUMBAI	2,40,000
5	2022-23	SHRIKANT SHANKAR KADAM	CIVIL ENGINEERING	SHILP RCC DESIGNERS,KARAD	1,20,000
6	2022-23	LOKARE SACHIN MAHADEV	CIVIL ENGINEERING	SHILP RCC DESIGNERS,KARAD	1,20,000
7	2022-23	DUNDI IRANNA SHIVANAND	CIVIL ENGINEERING	ROHIT MOHITE CONSTRUCTION ,KARAD	1,44,000
8	2022-23	PAWAR AKASH LAXMAN	CIVIL ENGINEERING	Z.P.SATARA CONTRACTOR	30,00,000
9	2022-23	MOHITE AKSHAY DHANAJI	CIVIL ENGINEERING	PAWAR CONSTRUCTION,KASEGAON	1,56,000
10	2022-23	JANUGADE ASHISH ANIL	CIVIL ENGINEERING	PAWAR CONSTRUCTION,KASEGAON	1,32,000
11	2022-23	CHAVAN SHAILESH SUNIL	CIVIL ENGINEERING	Z.P.SATARA (PMGSY)	3,50,000

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12	2022-23	VEER AKSHAY KRISHNAJI	CIVIL ENGINEERING	ROHIT MOHITE CONSTRUCTION ,KARAD	1,56,000
13	2022-23	PRASHANT JANARDAN KATKAR	CIVIL ENGINEERING	LARSEN AND TOUBRO,CHENNAI	1,44,000
14	2022-23	SURAJ MACCHINDRANATH PAWAR	CIVIL ENGINEERING	SATYAJEET GROUP,KARAD	1,80,000
15	2022-23	GURAV GANESH VISHNU	CIVIL ENGINEERING	VIJAY GURAV AND ASSOCIATES,VIRAR	90,000
16	2022-23	DHANANJAY S. NANAWARE	CIVIL ENGINEERING	M.VENKATA RAO INFRA PROJECTS PVT .LTD,VIRAR	1,44,000
17	2022-23	TATE SAMEER APPA	CIVIL ENGINEERING	SAHAJANAND CONSTRUCTION ,KARAD	1,80,000
18	2022-23	JADHAV AKASH ANANDA	COMPUTER SCIENCE AND ENGINEERING	APTLOGICA SOFTWARES,PUNE	2,40,000
19	2022-23	PHALKE OMKAR SANJAY	COMPUTER SCIENCE AND ENGINEERING	AURUS.INC	3,50,000
20	2022-23	MULLA SALMAN ADILSHAHA	COMPUTER SCIENCE AND ENGINEERING	TRINESIS TECHNOLOGIES, PVT.LTD.,PUNE	2,80,000
21	2022-23	KALE MANALI VIJAY	COMPUTER SCIENCE AND ENGINEERING	SIGMA TECHNOLOGIES	3,00,000
22	2022-23	YADAV POOJA ASHOK	COMPUTER SCIENCE AND ENGINEERING	WIPRO PUNE	3,37,000
23	2022-23	PAWAR SHITAL LAXMAN	COMPUTER SCIENCE AND ENGINEERING	PROPEQUITY MUMBAI	2,20,000
24	2022-23	SNEHAL MOHAN ADHALGE	COMPUTER SCIENCE AND ENGINEERING	MPHASIS, MUMBAI	3,00,000
25	2022-23	KHUDE RAJASHRI RAJENDRA	COMPUTER SCIENCE AND ENGINEERING	SSIET,GHOGAON	6,37,000
26	2022-23	MADHURI MANE	COMPUTER SCIENCE AND ENGINEERING	JEMKON PVT.LTD	5,00,000
27	2022-23	SAWANT SAI JOTIRAM,	ELECTRICAL ENGINEERING	CLARIANT POWER	2,75,000
28	2022-23	YADAV VARAD ANIL,	ELECTRICAL ENGINEERING	DATAMAN ELECTRICAL PVT.LTD. PUNE	1,70,400

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29	2022-23	PATIL SHIVANI SURYAKNAT,	ELECTRICAL ENGINEERING	POWER CONTROL ENGINEERS	2,40,000
30	2022-23	YADAV SUMIT TANAJI,	ELECTRICAL ENGINEERING	CHIMA TECH PVT. LTD.	3,00,000
31	2022-23	JADHAV MANDAR SHRINIVAS,	ELECTRICAL ENGINEERING	MSEDCL,KARAD	1,08,000
32	2022-23	SUTAR PIYUSH PRAKASH,	ELECTRICAL ENGINEERING	MERX KEN PVT. LTD.	1,20,000
33	2022-23	KAMBLE AMOL JITENDRA	ELECTRICAL ENGINEERING	YASHASWI ACADEMEY FOR SKILL	1,56,000
34	2022-23	PATIL PRASHANT SHIVAJI,	ELECTRICAL ENGINEERING	TATA MOTORS.LTD.	1,50,000
35	2022-23	PETHKAR SIDHARTH SUNIL,	ELECTRICAL ENGINEERING	MSEDCL, ISLAMPUR	1,20,000
36	2022-23	PATIL ONKAR NIVAS,	ELECTRICAL ENGINEERING	THERMAX LIMITED	4,25,000
37	2022-23	PATIL SACHIN RANGRAO	ELECTRICAL ENGINEERING	SUZLON	2,00,004
38	2022-23	SHINDE GAURAVRAJE N	ELECTRICAL ENGINEERING	MSEDCL OGLEWADI BRANCH 1	1,08,000
39	2022-23	DESHMUKH PRATHAMESH HANMAMT,	ELECTRICAL ENGINEERING	CLARIANT POWER	2,75,000
40	2022-23	GADUGALE AMESH ANIL,	ELECTRICAL ENGINEERING	POWER CONTROL ENGINEERS	2,40,000
41	2022-23	KARANDE VINAYAK R.	ELECTRICAL ENGINEERING	SIDDHIVINAYAK ELECTRICAL	9,00,000
42	2022-23	ACHARE CHETAN BABASO,	ELECTRICAL ENGINEERING	MATEL MOTION & ENERGY SOLUTIONS, PUNE	2,64,000
43	2022-23	AMRUTA CHAVAN	MECHANICAL ENGINEERING	MATFLO SOLUTIONS PVT. LTD. KOTHRUD , PUNE	3,03,005
44	2022-23	SAGAR PATIL	MECHANICAL ENGINEERING	SHACHI ENGINEERS PVT. LTD. PIRANGUT , PUNE	3,20,000
45	2021-22	PATIL ADITYA SUDHIR	CIVIL ENGINEERING	ROHIT MOHITE CONSTRUCTION ,KARAD	1,44,000
46	2021-22	PATIL AKASH BHAUSO	CIVIL ENGINEERING	PAWAR CONSTRUCTION,KASEGAON	1,32,000
47	2021-22	SAHIL VITTHAL PATIL	CIVIL ENGINEERING	KALPANA ENGINEERING SERVICES	2,70,000
48	2021-22	PRIYANKA SUBHASH NALWADE	CIVIL ENGINEERING	THE HOUSE OF REAL ESTATE	3,06,000

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49	2021-22	SOMNATH DADA SHEGAR	CIVIL ENGINEERING	ALL INDIA COUNCIL OF LOCAL SELF GOVERNMENT	2,28,000
50	2021-22	GHODE ANIKET ANANDA	CIVIL ENGINEERING	PAWAR CONSTRUCTION,KASEGAON	1,44,000
51	2021-22	KELUSKAR ABHISHEK SUNIL	CIVIL ENGINEERING	ROHIT MOHITE CONSTRUCTION ,KARAD	1,44,000
52	2021-22	PRATHAMESH RAMESH PATIL	CIVIL ENGINEERING	MAESTRO CONSTRUCTION ENGINEERS AND CONTRACTORS	2,40,000
53	2021-22	ABHIJEET UTTAM SALUNKHE	CIVIL ENGINEERING	UNIQ REHAB PVT.LTD	1,56,000
54	2021-22	OMKAR DINESH LOHAR	CIVIL ENGINEERING	ARKADE DEVELOPERS PVT.LTD	1,95,000
55	2021-22	PRAVIN PRABHAKAR SHEWALE	CIVIL ENGINEERING	SHANTI CONSTRUCTION,VADODARA	3,48,000
56	2021-22	PRADNYA SANJAY THORAT	CIVIL ENGINEERING	SHILP RCC DESIGNERS,KARAD	72,000
57	2021-22	PRASAD BABASO KATLE	CIVIL ENGINEERING	AVEENSTRA TECHNICAL SERVICES,PUNE	2,25,318
58	2021-22	BHONGALE AJAY BALASO	CIVIL ENGINEERING	SHILP RCC DESIGNERS,KARAD	1,20,000
59	2021-22	DESAI PRATHAMESH KRISHNA	CIVIL ENGINEERING	SHILP RCC DESIGNERS,KARAD	1,20,000
60	2021-22	TEJAS BABURAO YADAV	CIVIL ENGINEERING	PAWAR CONSTRUCTION,KASEGAON	1,44,000
61	2021-22	JADHAV AJINKYA RAJESH	COMPUTER SCIENCE AND ENGINEERING	TCS INFOTECH,PUNE	3,37,000
62	2021-22	PATIL BHARATI AKARAM	COMPUTER SCIENCE AND ENGINEERING	PRINCIPAL GLOBAL SERVICES,MUMBAI	8,00,000
63	2021-22	KOLAPTE SAKHARAM BIRU,	ELECTRICAL ENGINEERING	SHREE REFRIGERATION PVT. LTD.	1,80,000
64	2021-22	KALASKAR ANKIT GIRISH,	ELECTRICAL ENGINEERING	NIKSAN INDUSTRIES PVT.LTD	1,20,000
65	2021-22	CHOPDAR AKASH VITTHAL,	ELECTRICAL ENGINEERING	JOHNSON & JOHNSON PVT. LTD. MUMBAI.	4,22,400
66	2021-22	KADAM AHILYA ANIL,	ELECTRICAL ENGINEERING	STANLEY BLACK & DECKER	1,57,920
67	2021-22	PATIL AWANTI MAHADEV,	ELECTRICAL ENGINEERING	TATA AUTOCOMP (IPD) CHINCHWAD DIVISION	3,94,800
68	2021-22	BHOSLE DURGA RAVINDRA,	ELECTRICAL ENGINEERING	VAS EDUCATION FOUNDATION	1,44,000
69	2021-22	CHOUGULE SWATI NANASO,	ELECTRICAL ENGINEERING	HPS LAB DESIGN	1,84,280
70	2021-22	PATIL VARSHA DNYANDEV,	ELECTRICAL ENGINEERING	TATA MOTORS PVT.LTD.PUNE	1,44,000
71	2021-22	MUJAWAR SHAHEEN BARKAT,	ELECTRICAL ENGINEERING	PCPK,	1,50,000

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72	2021-22	PARLE AKSHAY SAMBHAJI	ELECTRICAL ENGINEERING	REGION PAWER, MAYANI	2,20,000
73	2021-22	PUJARI AKANKSHA PRASHANT,	ELECTRICAL ENGINEERING	CAPGEMINI	4,00,010
74	2021-22	MANE OMKAR VIJAY,	ELECTRICAL ENGINEERING	FINOLEX CABLES LTD	2,22,000
75	2021-22	GURAV NILAM ASHOK,	ELECTRICAL ENGINEERING	STENLEY BLACK & DECKER, PUNE	1,57,920
76	2021-22	JADHAV PRADNYA MAHADEO	ELECTRICAL ENGINEERING	KOMAX PVT LTD. CHAKAN	2,64,000
77	2021-22	SHIRSAT PRATIK PRAKASH	ELECTRICAL ENGINEERING	MAZAGAONDOK SHIPBUILDER LTD.	1,08,000
78	2021-22	JONDHALE RUSHIKESH VASANT	ELECTRICAL ENGINEERING	MSEDCL, KARAD	1,08,000
79	2021-22	KORADE SHUBHAM SUNIL,	ELECTRICAL ENGINEERING	TATA MOTORS, CHINCHWAD	1,50,000
80	2021-22	CHALKE PRATHAMESH SHASHIKANT,	ELECTRICAL ENGINEERING	MSEDCL, KARAD BRANCH 2	1,08,000
81	2021-22	RAUT RUSHIKESH DIPAK,	ELECTRICAL ENGINEERING	OSWAL PUMPS LIMITED,SATARA	1,44,000
82	2021-22	PIMPALE DHANASHRI VILAS,	ELECTRICAL ENGINEERING	INDENCE PVT. LTD, PUNE	1,72,404
83	2021-22	KALUGADE SHRIKANT SHANKAR	ELECTRICAL ENGINEERING	RELIANCE, KRISHNA ENTERPRISES,	1,92,000
84	2021-22	KALUGADE CHETAN TANAJI	ELECTRICAL ENGINEERING	RELIANCE, KRISHNA ENTERPRISES,	1,92,000
85	2021-22	MULLA NADIRA HARUN,	ELECTRICAL ENGINEERING	DRDO	1,08,000
86	2021-22	DHAIRYASHIL ANKUSH SALUNKHE	MECHANICAL ENGINEERING	INFOSYS	3,00,000
87	2021-22	VISHWAJEET LAXMAN GHATAGE	MECHANICAL ENGINEERING	GENIUS CONSULTANTS LTD. MUMBAI	2,41,000
88	2021-22	SAMIR VASANT KADAM	MECHANICAL ENGINEERING	SODEXO INDIA SERVICES PVT.LTD.	3,00,000
89	2021-22	GANESH SHAMRAO PAWAR	MECHANICAL ENGINEERING	GNS ENGINEERING INDIA PVT. LTD	2,50,000
90	2020-21	TEJASHREE VIJAY KADAM	CIVIL ENGINEERING	TCS-MUMBAI	3,36,000
91	2020-21	OMKAR ANIL PAWAR	CIVIL ENGINEERING	TCS ,NAGPUR	3,36,877
92	2020-21	POONAM DHONDIRAM PATIL	CIVIL ENGINEERING	SSIET,GHOGAON	4,69,200
93	2020-21	KARANDE HARSHA HIRACHAND	CIVIL ENGINEERING	SHILP RCC DESIGNERS,KARAD	1,20,000
94	2020-21	KARPE PRASAD	CIVIL ENGINEERING	PAWAR CONSTRUCTION,KASEGAON	1,44,000
95	2020-21	SHINDE VAIBHAVI DILIP	CIVIL ENGINEERING	SHILP RCC DESIGNERS,KARAD	1,20,000
96	2020-21	KADAM SANKET DIPAK	CIVIL ENGINEERING	SCAFF CONST.PVT.LTD.PUNE	1,44,000

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97	2020-21	GHADGE AKSHAY	CIVIL ENGINEERING	PAWAR CONSTRUCTION,KASEGAON	1,44,000
98	2020-21	JANGID MANOJ GANESHLAL	CIVIL ENGINEERING	SONCON ENGG.PVT.LT.PUNE	1,68,000
99	2020-21	MALI DILIP ASHOK	CIVIL ENGINEERING	SHILP RCC DESIGNERS,KARAD	1,20,000
100	2020-21	JADHAV UTKARSH	CIVIL ENGINEERING	SAKSHAM CONSTRUCTION,KARAD	2.25.000
101	2020-21	PATIL VAIBHAV KASHINATH	CIVIL ENGINEERING	GEOSPATIAL STUDIO LLP	2,40,000
102	2020-21	KADAV SAYALI	CIVIL ENGINEERING	MILESTONE INSTITUTE OF TECHNOLOGY,THANE	2,76,000
103	2020-21	THORAT PRATHAMESH NARAYAN	CIVIL ENGINEERING	DIMENSION CONSTRUCTION,KARAD	1,20,000
104	2020-21	SHAIKH SOHEL SIKANDAR	CIVIL ENGINEERING	KNEST MANUFACTURERE LLP PUNE	1,80,000
105	2020-21	PATIL SURAJ VASANT	CIVIL ENGINEERING	TRICON INFRA BUILDTECH PVT.LTD,PUNE	2,40,000
106	2020-21	SONAVALE AVAKSH	CIVIL ENGINEERING	BILTRAX CONSTRUCTION AND DATA ANALYST THANE	2,04,000
107	2020-21	JADHAV SUPRIYA SANJAY	CIVIL ENGINEERING	K.J INFRASTRUCTURE PROJECTS,PUNE	2,40,000
108	2020-21	JADHAV AJAY MANOHAR	CIVIL ENGINEERING	PAD CO-COMPANY,MUMBAI	3,07,212
109	2020-21	JADHAV VISHWAJIT VASANTRAO	CIVIL ENGINEERING	ABHIJIT PATIL BUILDERS AND DEVELOPES,KARAD	1,80,000
110	2020-21	KARPE PRASAD	CIVIL ENGINEERING	PAWAR CONSTRUCTION,KASEGAON	1,44,000
115	2020-21	GHADGE AKSHAY	CIVIL ENGINEERING	PAWAR CONSTRUCTION,KASEGAON	1,44,000
112	2020-21	AKASH ASHOK KARALE	CIVIL ENGINEERING	DINDI BUILT ENVIRONMENT CONSULTING LLPINFO.DINDI@GMAIL.COM, +919321733423	1,44,000
113	2020-21	OMKAR DEEPAK BHAGWAT	CIVIL ENGINEERING	GODREJ SKYLINE DEVELOPERS PVT. LTD.TEL.:+91-22-6169 8500 FAX.:+91-22-6169 8888	4,45,000
114	2020-21	VISHWARAJ VISHWAS DESHMUKH	CIVIL ENGINEERING	MILLENNIUM ENGINEERS & CONTRACTORS LTD.,	4,20,000
115	2020-21	SANYOGITA SAMBHAJI KARANDE	CIVIL ENGINEERING	SUNCON ENGINEERS PRIVATE LIMITED 020-25285432	1,80,000
116	2020-21	SHUBHAM MAHESH MOHITE	CIVIL ENGINEERING	LANDMARKZ EPC PVT. LTD.PUNE +917880032525	2,88,000
117	2020-21	DAKAVE YOGESH HANMANT	CIVIL ENGINEERING	Z.P.SATARA CONTRACTOR	30,00,000
118	2020-21	SALUNKHE ASHISH PRALHAD	CIVIL ENGINEERING	Z.P.SATARA CONTRACTOR	30,00,000
119	2020-21	MOHITE ROHIT SURESH	CIVIL ENGINEERING	Z.P.SATARA CONTRACTOR	30,00,000
120	2020-21	DESAI SHUBHAM SHIVAJI	CIVIL ENGINEERING	FOOD BUSINESS	12,00,000

Shree Sankrupa Institute of Engg. & Tech. Ghogaon

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121	2021	PATIL DHANASHRI BHIMRAO	COMPUTER SCIENCE AND ENGINEERING	TECKINFO SOLUTIONS PVT.LTD.,PUNE	3,00,000
122	2021	SNEHA SHRIMANT BHOSALE	COMPUTER SCIENCE AND ENGINEERING	CAPGEMINI TECHNOLOGY SERVICES LIMITED,PUNE	4,00,000
123	2020-21	THORAT PRAJKTA MOHAN,	ELECTRICAL ENGINEERING	STAR ENGINEERS	2,00,000
124	2020-21	PATIL KUNAL SURESH,	ELECTRICAL ENGINEERING	AQUAWORLD TECHNOLOGY & SERVICES PVT LTD ,NEW MUMBAI	3,50,000
125	2020-21	MANE AMRUTA SARJERAO,	ELECTRICAL ENGINEERING	EPSILON DESIGN CONSULTANT PVT. LTD	1,80,000
126	2020-21	PATIL CHARUSHILA LAXMAN,	ELECTRICAL ENGINEERING	FLASH ELECTRONICS INDIA PVT. LTD.	2,16,000
127	2020-21	MORE AJAY DHANAJI,	ELECTRICAL ENGINEERING	SEMIENCE LIMITES, AIROLI , MUMBAI	1,80,000
128	2020-21	KHADAKE KOMAL RAVINDRA,	ELECTRICAL ENGINEERING	FLASH ELECTRONICS INDIA PVT. LTD.	1,80,000
129	2020-21	GARUD HARISH PRAKASH,	ELECTRICAL ENGINEERING	KARAD PROJECT AND MOTOR LTD, STAMPING DIVISION, TASAVDE	2,28,594
130	2020-21	PATIL ANKITA ANANDA,	ELECTRICAL ENGINEERING	INFOSYS	3,00,000
131	2020-21	MANE PRANALI ASHOK,	ELECTRICAL ENGINEERING	KION DEMATIC	2,20,000
132	2020-21	SHIRKE PRATIK SUDHAKAR,	ELECTRICAL ENGINEERING	M/S. VIGHNESH ELECTRICALS	10,00,000
133	2020-21	SHINDE SHUBHAM MANIKRAO,	ELECTRICAL ENGINEERING	SSIET, GHOGAON	312000
134	2020-21	KUMBHAR ABHIJIT HAMBIRRAO,	ELECTRICAL ENGINEERING	QUADWAVE CONSULTING PVT. LTD.	3,60,000
135	2020-21	SURYAWANSHI ANIKET BHIMRAO,	ELECTRICAL ENGINEERING	ABS ENTERPRISES	10,00,000
136	2020-21	THORAT PRATIK ANIL,	ELECTRICAL ENGINEERING	IDEA 4 TRANSFORMATION	4,00,008
137	2020-21	THORAT ADITI SUNIL,	ELECTRICAL ENGINEERING	DARXLMAIER INDIA PVT. LTD.	1,80,000
138	2020-21	JADHAV ANIKET MADANRAO	ELECTRICAL ENGINEERING	A.G. ELECTRICAL & GOVERNMENT CONTRACTOR	10,00,000
139	2020-21	JADHAV ROHIT ASHOK,	ELECTRICAL ENGINEERING	THERMAX LIMITED	3,72,000
140	2020-21	LOHAR AMOL MADHUKAR,	ELECTRICAL ENGINEERING	SHREE REFRIGERATION	1,80,000
141	2020-21	JADHAV PRIYANKA ANANDRAO	ELECTRICAL ENGINEERING	INDIRA INSTITUTE OF MANAGEMENT	2,40,000
142	2020-21	KOLI AJINKYA SUNIL,	ELECTRICAL ENGINEERING	GREEN ENERGY AND AUTOMATION	7,00,000
143	2020-21	AJIT JAGTAP	MECHANICAL ENGINEERING	INFOSYS, MYSORE	3,00,000
144	2020-21	RANJIT SHINDE	MECHANICAL ENGINEERING	RELIANCE SMSL LIMITED	2,62,800
145	2020-21	ANIKET THORAT	MECHANICAL ENGINEERING	INDUS BIOTECH LTD.	281491
146	2020-21	OMKAR HINUKALE	MECHANICAL ENGINEERING	EMBER TECHNOLOGIES PVT. LTD	2,52,000
147	2020-21	TEJAS CHAVAN	MECHANICAL ENGINEERING	VIVO (HISO ELECTRONIC PVT. LTD)	2,25,000

Shree Santkrupa Institute of Engg. & Tech. Ghogaon

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148	2020-21	MEGHA SHEWALE	MECHANICAL ENGINEERING	COGEME PRECISION PARTS INDIA PVT. LTD. PUNE	1,93,200
149	2020-21	RUSHIKSH LAD	MECHANICAL ENGINEERING	BHARAT PETROLEIUM CORPORATION. LTD.	2,50,000

Shree Santkrupa Institute of Engg. & Tech. Ghogaon

Principal
Shree Santkrupa Institute of Engg. & Tech
Ghogaon, Tal Karad, Dist. Satara

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Reg.No.MH/4775/ (Satara) Est.:27/06/1996

DTE Code : EN 6466
University Code : 6466
MSBTE Code : 1215

SHREE SANTKRUPA SHIKSHAN SANSTHA'S

SHREE SANTKRUPA INSTITUTE OF ENGINEERING & TECHNOLOGY

Approved by AICTE New Delhi, DTE Mumbai & Affiliated to DBATU, Lonere and MSBTE, Mumbai

PRESIDENT
HON. DR. USHA A. JOHARI

SECRETARY
HON. MR. PRASUN A. JOHARI

PRINCIPAL
DR. SWANAND B. KULKARNI

List of students progressing to higher education during the last five years

Year	Name of student enrolling into higher education	Program graduated from	Name of institution joined	Name of programme admitted to
2020-2021	Dhirajkumar Digamber Jambhale	Mechanical Engineering	Ashokrao Mane Group of Institutions,Vathar	M.Tech (Design)

Principal
Shree Santkrupa Institute of Engg. & Tech
Ghogaon, Tal Karad, Dist. Satara

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SHREE SANTKRUPA SHIKSHAN SANSTHA'S

SHREE SANTKRUPA INSTITUTE OF ENGINEERING & TECHNOLOGY

Approved by AICTE New Delhi, DTE Mumbai & Affiliated to DBATU, Lonere and MSBTE, Mumbai

PRESIDENT	SECRETARY	PRINCIPAL
HON. DR. USHA A. JOHARI	HON. MR. PRASUN A. JOHARI	DR. SWANAND B. KULKARNI

Appointment Letters
2022-23

Shree Santkrupa Institute of Engg. & Tech. Ghogaon

Ghogaon, Tal: Karad, Dist: Satara, Pin: 415111 (Maharashtra), Ph. (02164)257309, 257050
Website: www.sietghogaon.org Email: ssietdegree@gmail.com, 1215principal@msbte.com

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Ref.:VCPL/2022-23/HR/OL/

Date: 31.03.2023

To,
Mr. Chaitanya More

Subject: Offer Letter

Reference: Your application dated 11.03.2023 and subsequent interview(s)

With reference to your application 11.03.2023, the information provided by you and our subsequent discussions, we are pleased to offer you the appointment with following details.

You will be appointed as **Trainee Engineer (Contracts)** at our organization. Your current posting will be confirmed at the time of joining. You will be compensated with a monthly gross/consolidated payment of **Rs.15,000/- (Rs. Fifteen Thousand Only)**.

We are considering your date of joining as **10th April 2023**, as per your confirmation. The probation period will be a minimum of 6 months if not extended by the Company.

No other allowance will be considered in the above structure unless given in writing by the Head Office. The break-up of the payment structure will be derived by the Company as per the compliance rules and regulations. The details of your appointment, company's policies, rules and regulations will be shared after joining. Employment as per this offer is subject to your being medically fit.

Kindly send acceptance for our offer and along with it copies of your Aadhaar Card, PAN Card, Bank Details, Previous Appointment letters & Experience Certificates, Educational qualifications certificates, Previous Salary slips and ITR (for 3 years if applicable).

Thanking you,
Yours Sincerely,

For Vaichal Group

Accepted and confirmed by me that information provided by me to VCPL is true, accurate and complete

_____

PAWAR
CONSTRUCTION

Mr.Amit Prakash Pawar
BE. Civil.M.Tech IC.Mi
Z P.Sangli & P.W D
Registered Contractor
A./p.Kasegaon Tal.Walwa, Dist.Sangli
Mob.8308698699 III Email :amitppwr@gmai l.com

Date- 18/9/ 2023

To,
Jadhav Rohit
Subject – Appointment letter for Civil Engineer (Execution)

Dear Rohit,

Congratulations, with reference to the discussions you had with us, we are pleased to appoint you as Civil Engineer (Execution) at Pawar Construction.

Your joining date shall be 21th September 2023 , For the said we shall be paying you salary Rs. 13,000/- P.M. (all Inc.) with probation period of 3 months from joining date. Your working hours shall be 9.30:00 a.m. to 5:30 p.m. Monday to Saturday 1:30 p.m. to 2:00 p.m. lunch break.

Terms & Conditions
• Please duly sign the copy of the appointment letter signifying your acceptance.
• Leave policy by order.
We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

With Best Wishes,
Pawar Construction,

(Amit Pawar)

AMIT PRAKASH PAWAR
B.E Civil: M.Tech.(C.M.)
Civil Engineer, & Govt. Contractor
Mob. 8308698699

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ROHIT S. MOHITE

CIVIL ENGG.

A/P - Belawade Bk, Tal. Karad, Dist. Satara - 415 539.

Mob. +91 94046 53291

Appointment Letter

Date: 20.7.2023

To,

LOHAR AMIT MHADEV

Dear Mr. LOHAR AMIT ,

CONGRATULATIONS!

Consequent to your application, subsequent interview discussion you had with us,

We are pleased to appoint you as a Jr. Site Engineer in our firm w.e.f. 20th JULY. 2023. We welcome you to our pursuit of excellence.

As discussed, your Gross CTC will be 1,56,000 /- pa. all inclusive.

You will observe and adhere to all the rules and regulations of the firm, which will be in force time to time. We believe in ethical services to our clients and expect you to provide the same in your working profession. You will be liable to be posted on any work sites. Your current posting in Karad.

You are required to join the service of company latest from 1ST AUG. 2023.

We welcome you in our organization and wish you a long and prosperous career with us.

Rohit

रोहित सुरेश मोहिते
गव्ह. रजि. इंजि. & कॉन्ट्रॅक्टर
बेलवडे बु।।; ता. कराड, जि. सातारा
✆:9404653291/9168612139

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Er.Suraj S. Patil,
M.Tech. (Structures)
(Structural Consultant)

SHILP R.C.C.DESIGNERS,
Near D-Mart, Pune-Bangalore Highway, Vishvadarshan Colony,Malkapur, Karad.
Mob.No : 7020771583 / 8458006006, Mail : shilp01karad@gmail.com

Date: 01/08/2023.

To,

Mr.Shrikant Shankar Kadam.

Offer Letter

Dear,

We are pleased to offer you the position of **Site Engineer** at **Shilp R.C.C designers**. We feel confident that you will contribute your skills & experience towards the growth of our organization.

As per the discussion, Your starting date will be on **05/08/2023**. Please find the employee handbook enclosed herewith contains the medical & retirement benefits offered by our organizations.

Your current Salary will be **10,000 Rs** per month as we deside.

Please confirm your acceptance of this offer by signing & returning the copy of this offer letter.

We look forward to welcoming you in **Shilp R.C.C. Designers Family**.

Thanking you,

Name & Signature of the Structural Engineer

Er.Suraj.S.Patil ,

M.Tech.(Structural Engineer),

Shilp
R.C.C. Designer's, Planner's,
Developer's & Govt. Contractor's
E-mail : shilp01karad@gmail.com

Er.Suraj S. Patil,
M.Tech. (Structures)
(Structural Consultant)

SHILP R.C.C.DESIGNERS,
Near D-Mart, Pune-Bangalore Highway, Vishvadarshan Colony,Malkapur, Karad.
Mob.No : 7020771583 / 8458006006, Mail : shilp01karad@gmail.com

---

Date: 10/08/2023.

To,

Mr.Sachin Mahadev Lokare.

Offer Letter

Dear,

We are pleased to offer you the position of **Site Engineer** at **Shilp R.C.C designers**. We feel confident that you will contribute your skills & experience towards the growth of our organization.

As per the discussion, Your starting date will be on **11/08/2023**. Please find the employee handbook enclosed herewith contains the medical & retirement benefits offered by our organizations.

Your current Salary will be **10,000 Rs** per month as we deside.

Please confirm your acceptance of this offer by signing & returning the copy of this offer letter.

We look forward to welcoming you in **Shilp R.C.C. Designers Family**.

Thanking you,

Shilp
R.C.C. Designer's, Planner's,
Developer's & Govt. Contractor's
E-mail : shilp01karad@gmail.com

Name & Signature of the Structural Engineer

Er.Suraj.S.Patil ,

M.Tech.(Structural Engineer),



ROHIT S. MOHITE

CIVIL ENGG.

A/P - Belawade Bk, Tal. Karad, Dist. Satara - 415 539.

Mob. +91 94046 53291

Appointment Letter

Date: 12.11.2022

To,

DUNDI IRANNA SHIVANAND

Dear Mr. DUNDI IRANNA,

CONGRATULATIONS!

Consequent to your application, subsequent interview discussion you had with us,

We are pleased to appoint you as a Jr. Site Engineer in our firm w.e.f. 12th NOV. 2022.. We welcome you to our pursuit of excellence.

As discussed, your Gross CTC will be 1,44,000 /- pa. all inclusive.

You will observe and adhere to all the rules and regulations of the firm, which will be in force time to time. We believe in ethical services to our clients and expect you to provide the same in your working profession. You will be liable to be posted on any work sites. Your current posting in Islampur..

You are required to join the service of company latest from 18th NOV. 2022

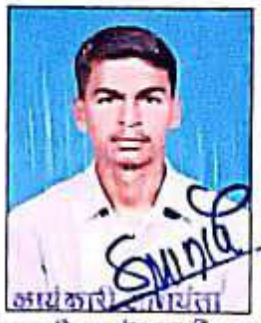
We welcome you in our organization and wish you a long and prosperous career with us.

Rohit

रोहित सुरेश मोहिते
गर्व्ह. रजि. इंजि. & कॉन्ट्रॅक्टर
बेलवडे बु।। ता. कराड

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महाराष्ट्र शासन
ग्रामविकास व जलसंधारण विभाग
सातारा जिल्हा परिषद सातारा
बांधकाम दक्षिण विभाग



सातारा जिल्हा परिषद बांधकाम विभाग(दक्षि...

संबधीताची स्वाक्षरी

सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार (स्थापत्य)
प्र.क्र. नोंदणी - ८५८/२०२१-२०२२

संदर्भ :-१) महाराष्ट्र शासन ग्रामविकास व जलसंधारण विभागाकडील शासन निर्णय क्रं.ग्रासयो /२००७ प्र.क्र.-१/योजना-९ दिनांक ८ मे २००७
२) महाराष्ट्र शासन ग्राम विकास व जलसंधारण विभागाकडील शासन निर्णय क्र. संकिर्ण-२०१०/२७५/प्र.क्र. १७२/पं.रा. ७ दि. १९ ऑक्टोंबर २०११
३) कार्यासन अधिकारी, ग्रामविकास व जलसंधारण विभाग, बांधकाम भवन, मुंबई यांचेकडील पत्र क्र. निविदा-२०१३/प्र.क्र.३१४/पंरा-७ दि. ३० ऑक्टोंबर २०१३
४) मा. अति. मु.का.अ.जि.प.सातारा यांचेकडील मंजूर टिपणी दि. २१.१०.२०२१

नोंदणी प्रमाणपत्र

निम्न स्वाक्षरीत प्रदान करण्यात आलेल्या अधिकाराचा वापर करुन खालील प्रमाणे सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार यांचे नाव मान्यता प्राप्त ठेकेदार यादीत समाविष्ठ करण्यात येत आहे.

१)	सुशिक्षीत बेरोजगार अभियंत्याचे पूर्ण नांव	:-	श्री आकाश लक्ष्मण पवार
२)	सुशिक्षीत बेरोजगार अभियंता संपूर्ण पत्ता	:-	मु.पो.येणपे, ता.कराड, जि.सातारा
३)	नोंदणीचा वर्ग	:-	वर्ग ५ अ (स्थापत्य) सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार
४)	प्रमाणपत्राची मुदत	:-	पाच वर्ष दिनांक ०२/११/२०२१ पासून दिनांक ०१/११/२०२६ पर्यंत
५)	कामे करण्याची क्षमता	:-	रक्कम रुपये ३०.०० लक्ष (अक्षरी रु. तीस लाख) पर्यंत

आपणास असे कळविणेत येते की, आपले नांव मान्यता प्राप्त कंत्राटदार म्हणून वर्ग ५ अ मध्ये दिनांक ०२/११/२०२१ पासून दिनांक ०१/११/२०२६ पर्यंत नोंदविण्यात आले आहे. नोंदणी फी रुपये ७,५००/- (अक्षरी रु.सात हजार पाचशे फक्त) चलनाने दिनांक ०२/११/२०२१ रोजी भरले आहेत.

सदरहू कंत्राटदाराची नोंदणी दुसरी कोणतीही सूचना दिली गेली नसल्यास **पाच वर्षापर्यंत** म्हणजे दिनांक ०१/११/२०२६ पर्यंत पुढील अटीवर अबाधीत राहील तसेच प्रत्येक काम रक्कम रु. ३०.०० लक्ष **(तीस लक्ष)** पर्यंत घेणेचा अधिकार याव्दारे प्रदान करण्यात येत आहे.

१) नोंदणीकृत सुशिक्षीत बेरोजगार अभियता यांनी वर्ग पात्रतेचे काम त्यांनी तशा आशयाचे अर्ज केल्यानंतर स्पर्धात्मक निविदा न मागविता अद्यावत ठेवण्यात आलेल्या विभागीय दरसूचीवर आधारीत अंदाजपत्रकीय दराने व-१ करारनाम्यात कामाच्या उपलब्धतेनुसार दिलेली कामे यशस्वीपणे पूर्ण करणे आवश्यक राहील.

(मागे पहा)

PAWAR
CONSTRUCTION

Mr.Amit Prakash Pawar
BE. Civil.M.Tech
Z.P.Sangli & P.W.D
Registered Contractor
A./p.Kasegaon Tal.Walwa. Dist.Sangli
Mob.8308698699 lll Email :amitppwr@gmail.com

Date- 1/10/ 2021

To,
Ghadge Akshay

Subject – Appointment letter for Civil Engineer (Execution)

Dear Akshay,

Congratulations, with reference to the discussions you had with us, we are pleased to appoint you as Civil Engineer (Execution) at Pawar Construction.

Your joining date shall be 6th October 2021 (Wednesday), For the said we shall be paying you salary Rs. 12,000/- P.M. (all Inc.) with probation period of 3 months from joining date. Your working hours shall be 9.30:00 a.m. to 5:30 p.m. Monday to Saturday 1:30 p.m. to 2:00 p.m. lunch break.

Terms & Conditions
- Please duly sign the copy of the appointment letter signifying your acceptance.
- Leave policy by order.

We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

With Best Wishes,
Pawar Construction,

AMIT PRAKASH PAWAR
B.E Civil. M.Tech.(C.M.)
Civil Engineer, & Govt. Contractor
Mob. 8308698699

(Amit Pawar)

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PAWAR
CONSTRUCTION

Mr.Amit Prakash Pawar
BE. Civil.M.Tech (C.M.)
Z.P.Sangli & P.W.D
Registered Contractor
A./p.Kasegaon Tal.Walwa, Dist.Sangli
Mob.8308698699 III Email :amitppwr@gmail.com

Date- 12/8/ 2023

To,
Janugade Ashish
Subject – Appointment letter for Civil Engineer (Execution)

Dear Ashish,

Congratulations, with reference to the discussions you had with us, we are pleased to appoint you as Civil Engineer (Execution) at Pawar Construction.

Your joining date shall be 16th August 2023 , For the said we shall be paying you salary Rs. 11,000/- P.M. (all Inc.) with probation period of 3 months from joining date. Your working hours shall be 9.30:00 a.m. to 5:30 p.m. Monday to Saturday 1:30 p.m. to 2:00 p.m. lunch break.

Terms & Conditions
• Please duly sign the copy of the appointment letter signifying your acceptance.
• Leave policy by order.
We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

With Best Wishes,
Pawar Construction,

(Amit Pawar)

AMIT PRAKASH PAWAR
B.E. Civil, M.Tech.(C.M.)
Civil Engineer, & Govt. Contractor
Mob. 8308698699

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माहितीचा अधिकार

महाराष्ट्र ग्रामीण रस्ते विकास संस्था

कार्यालय कार्यकारी अभियंता (प्रग्रासयो)
सातारा जिल्हा परिषद विस्तारीत इमारत तळ मजला, जि.प.इमारती मागे
सातारा - ४१५००१

Maharashtra Rural Roads Development Association
Office of the Executive Engineer (PMGSY)
Satara,Zilla parishad Extended bldg. ground floor Behind Z.P. bldg.
Satara -415001 ☎ 02162-235048
Email :- pmgsysatara@gmail.com

वाचुन - सीएससी कडील नियुक्ती आदेश दि-03/02/2022

कार्यालयीन आदेश

जा.क्र.प्रग्रासयो/मग्रारविसंसा/आस्था/ /2022
दि-08/02/2022

प्रधानमंत्री ग्रामसडक योजना, महाराष्ट्र ग्रामीण रस्ते विकास संस्था,सातारा या कार्यालयातील रिक्त पदी नवनियुक्त झालेल्या स्थापत्य अभियांत्रिकी सहाय्यक यांस खालीलप्रमाणे तालुका/कार्यभार वाटप करणेत येत आहे.

अ.क्र.	स्थापत्य अभियांत्रिकी सहाय्यक नाव	उप विभाग	नेमुण दिलेला तालुका/कार्यभार
1	श्री.शैलेश सुनिल चव्हाण	उप विभाग क्र.1	कराड

सदर आदेशाची अंमलबजावणी तात्काळ करावयाची आहे.

(बा.कृ.पवार)
कार्यकारी अभियंता
प्रधानमंत्री ग्रामसडक योजना
महाराष्ट्र ग्रामीण रस्ते विकास संस्था,सातारा

प्रति,
श्री.शैलेश सुनिल चव्हाण, स्था.अ.सहाय्यक प्रग्रासयो,सातारा

प्रति - 1. श्री.व्ही.बी.पानस्कर उप अभियंता प्रग्रासयो,सातारा यांना माहितीसाठी व पुढील योग्य त्याकार्यवाहीसाठी
2. श्री.व्ही.बी.जाधव कनिष्ठ अभियंता प्रग्रासयो,सातारा यांना माहितीसाठी व पुढील योग्य त्याकार्यवाहीसाठी
2/- संबंधित आदेशाधिन कर्मचा-यांचा मासिक उपस्थिती अहवाल वेतनाच्या पुढील महिन्याच्या 2 तारखेपर्यत या कार्यालयास सादर करण्याची दक्षता घ्यावी.



ROHIT S. MOHITE

CIVIL ENGG.

A/P - Belawade Bk, Tal. Karad, Dist. Satara - 415 539.

Mob. +91 94046 53291

Appointment Letter

Date: 5.7.2023

To,

VEER AKSHAY KRISHNAJI

Dear Mr. VEER AKSHAY ,

CONGRATULATIONS!

Consequent to your application, subsequent interview discussion you had with us,

We are pleased to appoint you as a Jr. Site Engineer in our firm w.e.f. 5th July. 2023. We welcome you to our pursuit of excellence.

As discussed, your Gross CTC will be 1,56,000 /- pa. all inclusive.

You will observe and adhere to all the rules and regulations of the firm, which will be in force time to time. We believe in ethical services to our clients and expect you to provide the same in your working profession. You will be liable to be posted on any work sites. Your current posting in Malkapur.

You are required to join the service of company latest from 12th July. 2023.

We welcome you in our organization and wish you a long and prosperous career with us.

Rohit

रोहित सुरेश मोहिते
गव्ह. रजि. इंजि. & कॉन्ट्रॅक्टर
बेलवडे बु।; ता. कराड, जि. सातारा
✆:9404653291/9168612139

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Larsen & Toubro Limited,
Construction
Water & Effluent Treatment
P. B. No. 979, Mount Poonamallee Road
Manapakkam
Chennai - 600 089, INDIA
Tel : +91-44-2252 6000, 2252 8000
Fax : +91-44-3319 4949
www.Lntecc.com

Ref.: **DET 2019 / CIVIL/WET IC - 1201911889**

30th April 2019

Mr. PRASHANT KATKAR JANARDAN
DISCIPLINE - CIVIL
GOVERNMENT POLYTECHNIC - KARAD - MAHARASHTRA
Contact No. 7219800877

Dear Sir,

Sub: Appointment as Diploma Engineer Trainee

Please find enclosed our offer of employment. We would advise you to insert your signature online and send your acceptance within 10 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Diploma Engineer Trainee shall lapse automatically.

Please note that you will be allowed to join only if you have been declared medically fit for employment with us. You are hereby advised to complete your pre-employment medical checkup by **May 2019.** Please contact our **HR Shared Services** to complete the medical checkup. (Refer **Annexure-I** for details).

You will be required to report at our **Head Quarters Office – Chennai** for completing joining formalities latest by **August 2019**. The exact date of joining and reporting location will be intimated to you in due course. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

On completion of the joining formalities & orientation program, you will be required to proceed to your place of posting immediately.

While coming for the joining, you will be required to bring 02 nos. of your recent colour passport sized photographs and the following documents in original along with a set of self-attested photocopies:

- S.S.L.C (10th Std) Certificate and Mark sheet - In Original
- H.S.C (12th Std) Certificate and Mark sheet (If Applicable) – In Original
- Certificate & Mark sheets of Diploma of all the semesters/years- In Original (Except final semester, if results have not been declared) - [Attested copies of diploma certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Local Address proof

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect.

Yours Faithfully,
FOR LARSEN & TOUBRO LIMITED



(R SAI RADHA)
HEAD – TALENT ACQUISITION
WATER & EFFLUENT TREATMENT IC

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Water & Effluent Treatment
P. B. No. 979, Mount Poonamallee Road
Manapakkam
Chennai - 600 089, INDIA
Tel : +91-44-2252 6000, 2252 8000
Fax : +91-44-3319 4949
www.Lntecc.com

Ref.: **DET 2019 / CIVIL/WET IC - 1201911889**

30th April 2019

Mr. PRASHANT KATKAR JANARDAN
DISCIPLINE - CIVIL
GOVERNMENT POLYTECHNIC - KARAD - MAHARASHTRA
Contact No. 7219800877

Dear Sir,

Sub: Appointment as Diploma Engineer Trainee

With reference to the interview you had with us, we have pleasure in selecting you as **DIPLOMA ENGINEER TRAINEE** on the following terms and conditions, subject to:

(a) Your passing the final Diploma Examination in FIRST attempt and

(b) Being found medically fit by the Company's Doctor.

1. Your period of training will be for twelve months from the date you report for training at our Chennai establishment.

2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.

3. During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	8,500/- P.M	8,500/- P.M
FLEXIPAY1	5,200/- P.M	4,400 /- P.M
TOTAL	**13,700/- P.M**	**12,900 /- P.M**

You will be eligible for reimbursement of Site Compensatory Allowances when posted at Project Sites as follows:-

	Project Based
Site Compensatory Allowances (P.M)	₹ 2,600/-P.M.

A lump sum amount of **₹ 12,000/-** will be payable to Diploma Engineer Trainees on successful completion of training period.

4. **Gratuity**: Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.

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Licence No.: CIN - L99999MH1946PLC004768

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Water & Effluent Treatment
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Manapakkam
Chennai - 600 089, INDIA
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Mr.PRASHANT KATKAR JANARDAN

5. **Provident Fund:** You will be eligible for Provident Fund from the day of your joining our Organization, under which at present the employee shall subscribe a sum equal to 12% of his monthly salary and the Company contributes an equivalent amount.

6. **Tax Liability:** Income Tax Liability, if any, will be borne by you.

7. You will be required to execute an agreement, upon your joining, for an amount of Rs.50,000/- (Fifty Thousand only) undertaking to serve the company for a minimum period of two years from the date of employment. As part of the undertaking you shall furnish a guarantee / surety from two persons of good standing to guarantee your performance of the aforesaid Undertaking for sum of Rs.50000/- (Rupees Fifty Thousand only). (**Refer Annexure – III)** for Instructions and Format of Undertaking / Guarantee)

8. During the period of training, you will be entitled to leave as per the leave rules shown in **Annexure-II.**

9. You shall not at any time engage in, or be concerned with, or be interested in, directly or indirectly, any business, work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (the Company being the sole judge thereof).

10. The Company shall have the right to terminate this agreement forthwith without any notice in the event of any of the following:-

    a) Breach of any of the conditions of this agreement;

    b) Any misconduct on your part;

    c) Failure to carry out any of your duties and obligations;

    d) Being continuously absent from or omit to attend to your work for 10 days without the Company's previous permission in writing whatever be the cause of such absence or omission.

11. Either party can terminate the training hereunder by giving one month's notice in writing to the other and upon expiration of such period of one month, the training hereunder shall terminate.

    The Company may at its sole discretion terminate the Contract of Employment without notice and / or salary in lieu of notice, if in the opinion of the Company, the continuance of your employment is detrimental to the interest of the Company. Provided that, in the event of termination as provided hereinabove, all benefits / perquisites / allowances shall stand forfeited immediately, and you will only receive any statutory benefits as applicable to you on the date of your termination.

12. You are to treat the terms of this agreement as confidential.

13. You are to treat the following as strictly confidential
    - Your salary, allowances, benefits, rewards.
    - The affairs of the Company and its customers of which you may be cognizant and particularly the drawings, quotations, specifications and other manufacturing information.

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Mr.PRASHANT KATKAR JANARDAN

By accepting employment with the Company, you undertake not to disclose the above to anyone. Violation of this would be viewed as a serious breach of conduct.

14. You will keep us informed of your local contact address whenever there is any change.

15. You will be assigned to work in our **Water & Effluent Treatment IC**. You will be required to join at **Chennai Head Quarters, L&T Construction, Mount Poonamallee Road, Manapakkam, PB No.979, Chennai-600089, Tamil Nadu** latest by **August 2019**. We will be intimating you regarding exact date of joining in due course. Please note that you will not be eligible for reimbursement of any expenses that you may incur for reporting. Please note that requests for extension in joining time will not be entertained

16. The Company may extend the training period if the trainee has not attended training on all days or has not fulfilled the learning objectives.

17. On successful completion of the said 12 months training period to the satisfaction of the Company of which the Company shall be the sole judge and depending on the vacancies existing in the Company at that time you will be considered for appointment in the Company's **S-1 Cadre** as **Engineer**, on a basic salary of **₹11,900/-** per month.

18. **Code of Conduct :** You shall abide by the internal regulations specified in the company's 'Code of Conduct' inter alia Confidentiality policy, Gift policy, Insider Trading and Policy on Sexual Harassment and any amendments thereof and /or other policies which may become applicable From time to time. Any violation /breach thereof shall call for consequence management, which May include as disciplinary action for those found guilty of such misdemeanors, termination of Services with immediate effect without any compensation. The Company expects all employees To comply with these regulations in letter and spirit.

    Company further expects that you will abide by the law of land in your dealings with the Company, its stakeholders & society.

    Please note that it is the duty of every employee to familiarize themselves with the dos and don'ts of all policies concerning conduct, discipline and behaviors. In case of any concerns or clarification the HR department may be approached. However, ignorance of the rule will not be accepted as a defence in any case. You can also access the Code of Conduct on L&T Scape portal at http://lntscapenew.ltindia.com/SitePages/Governance.aspx

19. **Disputes & Arbitration**: Any dispute or difference or claim arising in connection with this contract shall be resolved by reference to arbitration by a sole arbitrator appointed by L&T at its sole discretion. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. Each of L&T or the employee shall be respectively entitled to approach the Court of competent jurisdiction for such interim reliefs as the Company or the Employee may in its discretion deem fit. The venue of arbitration shall be at Chennai. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India.

20. The company reserves the right to verify your documents and background through internal or external agencies. These includes your educational/professional credentials and other background checks.

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Mr.PRASHANT KATKAR JANARDAN

On arrival at our office, please contact our Recruitment Section along with the following documents in original and two attested Xerox copies

- S.S.L.C (10th Std) Certificate and Mark sheet - In Original
- H.S.C (12th Std) Certificate and Mark sheet (If Applicable) – In Original
- Certificate & Mark sheets of Diploma of all the semesters/years- In Original (Except final semester, if results have not been declared) - [Attested copies of diploma certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Local Address proof

All communications/notice should be addressed to, **HR Department, Larsen & Toubro, Water & Effluent Treatment IC, Mount Poonamallee Road, Manapakkam, PB No.979, Chennai-600089, Tamilnadu, India.**

Please give your acceptance online as a token of agreement to the terms and conditions thereof, within 10 days from the date of this offer. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Diploma Engineer Trainee shall lapse automatically.

Yours faithfully,
for LARSEN & TOUBRO LIMITED

(S.RAMKISHORE)
HEAD-HUMAN RESOURCES
WATER & EFFLUENT TREATMENT IC

Encl: As above

I have read the letter and accept my selection and all the terms and conditions thereof.

_____
(Signature)

Date: May 2, 2019

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ANNEXURE – I
LARSEN & TOUBRO LIMITED
L&T CONSTRUCTION

Details for Pre-Employment Medical Checkup (PEMC)

1. Upon your acceptance of offer of employment, you will receive an email from us to undergo PEMC.
2. The email will provide the complete list of network Hospitals / Diagnostic Centers.
3. You can choose the Hospital / Diagnostic center near by your location along with the date of PEMC and send the details to us at the earliest.
4. After receiving the details, we will send you the PEMC letter along with the details of contact details of the Hospital / Diagnostic for undergoing the PEMC.
5. Please carry a print of the email / letter and approach the hospital / Diagnostic center on the specified date and complete the process. (Kindly adhere to the dates)
6. Kindly follow the instructions as given in the PEMC letter.

For any queries on PEMC:

Name	Mr. Mohammed Fasi Ahmed	Ms. Kalpana N Mohan
Contact No	044-22528905	044-22528993
Mobile No.	7305443345	7708607565
Email ID	fasi@lntecc.com	Kalpana_Mohan@Lntecc.com

For other clarifications (From IC) :

Name	**Contact No**	**Email ID**
Mr. Sivakumar B	044-33195940	sivakumar.b@lntecc.com
Ms. Vishnu Priya	044-33195992	vpriya@lntecc.com

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ANNEXURE – II
LARSEN & TOUBRO LIMITED
L&T CONSTRUCTION

Leave Rules for Diploma Engineer Trainee

Privilege Leave :

1. Eligibility : After 11 Months Training
2. Quantum : 23 days per annum
3. PL not availed at the end of the training period will be encashed and cannot be carried over to the Next Year.
4. If for any reason the leave extends beyond the period of training, your training period will be proportionately extended and if the trainee is offered employment with the company, the date of employment will be from the date of training is completed.

Casual Leave :

1. Eligibility : From the date of Joining
2. Quantum : 07 days per annum
3. Not more than 2 days CL will be allowed to be taken at one time. With holidays/ weekly off days prefixed / suffixed to CL, the total absence should not exceed 5 days.
4. Except in the case of extreme emergency, application for CL shall be made to the appropriate authority and sanction to be obtained prior to availing of leave.

Sick Leave :

1. Eligibility : From the date of Joining
2. Quantum : 07 days per annum on full stipend
3. The trainee shall produce a medical certificate from Registered Medical Practitioner in support of his sickness.
4. The company has the right to have the trainee examined by the company's Medical officer to ascertain the sickness.
5. SL shall not be combined with CL

If for any reason, the attendance of the trainee falls short of 240 working days per annum his training period will be extended by the period of such shortfall.

ANNEXURE – III

INSTRUCTIONS FOR LETTER OF UNDERTAKING AND GUARANTEE

Please find attached the Letter of Undertaking and Guarantee along with this note and given below are the instructions for the Trainee/Employee and Guarantors to fill the documents.

The Trainee I Employee and Guarantors are required to follow the procedure given below:

Step 1 : Stamping of Documents

The Trainee / Employee is to buy Stamp Papers from **Authorized Stamp Paper Vendors**. These stamp papers are generally available near any Court Premises.

- Rs.100/- STAMP Papers are required for UNDERTAKING & GUARANTEE each

- **UNDERTAKING**: The Stamp papers for the UNDERTAKING are to be bought in the name of the Trainee / Employee.
- **GUARANTEE**: The Stamp papers for the GUARANTEE are to be bought in the name of any one of the Guarantors.

Step 2 : Print the Undertaking & Guarantee Documents

Print the first page of the Undertaking / Guarantee, in Rs.100/- Stamp paper and the remaining pages print on one side in Green Legal-size paper.

Step 3: NOTARISATION of Undertaking & Guarantee Documents:

- A Notary Public should notarize the Undertaking and Guarantee Documents.
- The Notary must give a Notarial Register Number for the documents and the register number should appear on the document below the notary's signature.
- The **Date of document & the date of Notarization** should be the same.

General Instructions:

- All blanks in the documents should be filled in.

- All insertions, overwriting, cancellation, handwritten changes should be authenticated by your initial (short signature) against the same.

- All the areas that need clarification have been provided in the instructions below and a specimen is attached for your immediate reference, in case of any further clarifications required, kindly leave the space blank for it to be filled on the date of joining with the help of the HR Personnel.

Instruction for filling Undertaking Documents:

Against each numbered blank, instructions given.

Page No.1

(1)_____ : Date on which the document is filled (right hand comer).
This date has to be same date of Notarisation

(2)_____ : as a: to be blank (to be filled on the day of joining)

(3)_____ : w.e.f.: to be blank (to be filled on the day of joining)

(4)_____ : Letter No: Text on the top most left corner of your appointment letter

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(5)_____ : Dated: Date of appointment letter

(6)_____ : I, Mr. I Mrs. I Miss: Your Name

(7)_____ : Son / wife / daughter of Mr. : Father's or Husbands name as the case may be

(8)_____ : Aged about : Your age

(9)_____ : Your Permanent Address

(10)_____ : Your Present Residence Address

Page No.4

In Point No 4:

(11)_____ : Letter No: Text on the top most left corner of your appointment letter

(12)_____ : Dated: Date of appointment letter

Signatures Required:

- The Trainee / Employee must initial (short signature) on all handmade entries in the space provided.
- Each page must bear the initials (short signature) at the place marked '**X**' on the bottom right corner.
- In last page (Page No.4) Full Signature in (Mr./Mrs./Miss _____)

Instruction for filling Guarantee Document:

Against each numbered blank, instructions given.

Page No.1

(1)_____ : the Day on which Document is filled

(2)_____ : the Month on which Document is filled
The day and month must be same as date of Notarisation

(3)_____ : Mr. / Mrs. / Miss: Your Name

(4)_____ : as : to be blank (to be filled on the day of joining)

(5)_____ : w.e.f.: to be blank (to be filled on the day of joining)

(6)_____ : Letter No: Text on the top most left corner of your appointment letter

(7)_____ : Dated: Date of appointment letter

(8)_____ : Undertaking date : date written on the right hand corner of the letter of undertaking

Page No. 2

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(9)_____ : Name of First Guarantor

(10)_____ : Name of Second Guarantor

Page No. 3

Signatures Required:

- In the bottom of Page No. 1 & 2
  - First Guarantor must sign in the place of "X"
  - Second Guarantor must sign in the place of "Y"
- Full Signature of the First Guarantor in Page No.3
- Full Signature of the Second Guarantor in Page No.3
- Signature of **two** Witnesses. Pls. mention the Name & Address of the Witnesses against the signature.

Page No. 4 & 5

- Name & Full permanent residential and company address of First & Second Guarantor along with phone numbers is mandatory.
- Kindly affix each guarantor's photo with left hand thumb impression or signature across one corner of the photograph on page number 4 & 5.
- Full signature of the Guarantor on page number 4 & 5.

Document required for proof of residence

The Guarantor must also provide attested / notarized copy of proof of Residence such as Ration Card or Passport copy or Driving License or Election ID Card or Bank Statement or Telephone Bill or Society Maintenance Bill.

Please note that address mentioned on Guarantee should match with the Proof of Residence.

Note:

1. The Guarantors must have steady source of earning.
2. It should be ascertained that the person executing is competent to contract (i.e. not a minor, lunatic or insolvent etc.)
3. Parents can also be considered as Guarantors, provided they individually have steady source of earning.
4. DETs I Employees who are currently covered by service Undertaking with L&T cannot be a Guarantor for another DET during the period of their Undertaking.
5. The Guarantors must initial (short signature) on all handmade entries
6. All insertions, overwriting, cancellation, handwritten changes should be authenticated by guarantor's initial (short signature) against the same.

NOTE :KINDLY DO NOT PRINT THE UNDERTAKING & GUARANTEE FORMAT AS IT IS AS GIVEN IN THE ANNEXURE. REQUEST TO REPRODUCE THE SAME BY REPLACING THE BLANKS WITH RELEVANT VALUES AS PER THE ABOVE INSTRUCTIONS.

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(On a Rs. 100/- Stamp paper)

UNDERTAKING

To: Date:____(1)____

Larsen & Toubro Limited
L&T Construction
Mount Poonamallee Road,
Manapakkam,
P.O. Box 979, Chennai – 600 089

Dear Sir(s)

In consideration of Larsen & Toubro Limited ("L&T", which expression shall be deemed to mean and include its subsidiaries / associate / group companies, successors in title and assigns), having agreed to appoint / appointed me in L&T as a (2)_____ w.e.f. (3)_____, inter alia on the terms and conditions contained in the Letter No. (4)_____ dated (5)_____ addressed by L&T to me, and in further consideration of you having agreed to impart training to me, I, Mr./Mrs./Miss .(6)_____, son/wife/daughter of Mr. (7)_____ aged about (8)_____years, having my permanent address at (9)_____ and presently residing at (10)_____ do hereby state as under:

..2

X

1. I agree, accept, declare and confirm that:

   a) L&T has made the abovementioned offer for appointment and training / employment inter alia based on my covenant and undertaking to serve L&T for a minimum period of 2.(TWO) consecutive years from this date hereof;

   b) The training / employment involves considerable expenditure – direct and indirect, financial and unliquidated, related to faculty, domain expertise, computer time, support facilities, learning materials, salaries/stipend and other allowances while I am under training/employment.

   c) This training / employment will substantially improve my professional standing and is being imparted by L&T at considerable expenditure as an investment in me as a future resource for L&T.

   d) The expenditure involved is several times in excess of the amount of the liquidated damages.

   e) I have given this undertaking and indemnity of my own free will, after having fully understood the contents and the consequences, legal and / or otherwise, that will flow as a result of breach on my part of this undertaking & indemnity.

   f) I shall, during the period of my training / employment with L&T, honestly, faithfully, diligently and efficiently utilize and devote my skills and ability, exclusively for the business and affairs of L&T; and shall not be engaged in any business or profession, directly or indirectly in any capacity either full time or part time outside of L&T. I shall not commit any act or omission that may expose L&T to any kind of liability whatsoever.

   g) L&T has at all times lien over and the authority of appropriating towards the recovery of the sum mentioned herein below, and any / all amounts receivable by me from L&T by way of salary, arrears of salary and all other types of remuneration, allowances and terminal benefits.

   h) L&T will issue the exit documents to me only after completion of handing over process duly and diligently, submission of all official documents and materials in my custody or possession to the satisfaction of the officer(s) authorized to take over.

   i) In the event that I terminate my training / employment prior to the expiry of 2 (TWO) consecutive years from the date hereof, L&T shall be entitled to specify the fact that I have not served full term of training / employment in the exit documents to be issued to me by L&T.

2. I hereby agree, confirm, undertake and covenant with L&T as follows:

   a) I shall remain in the employment of L&T for a consecutive period of 2 (TWO) years from the date hereof and shall not leave or abandon or resign or terminate or give cause for termination, for any reason whatsoever during the said period. Notwithstanding the above, I acknowledge the right of L&T to terminate my employment for any reason whatsoever whether with or without notice, at L&T's sole discretion.

..3

X

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b) I shall keep confidential and shall not divulge and/or prevent divulgence of any information, instruments, documents, etc, that might come to my knowledge during the continuance of my training / employment period with L&T.

c) In case I commit breach of this undertaking in general and any covenants contained, I shall upon demand, without demur, forthwith pay to L&T a sum of Rs.50,000/- (Rupees Fifty Thousand only) as liquidated damages, which I acknowledge and accept to be a genuine pre-estimate of the damages that will be caused to L&T as a result of breach / default on my part thereof and L&T shall, without prejudice to its rights, be entitled to receive the same. The above amount of Rs.50,000/- (Rupees Fifty Thousand only) shall constitute a debt owing by me to L&T and shall be recoverable by L&T with interest thereon @18% p.a., from the date of demand by L&T till date of repayment thereof by me.

d) Without prejudice to my obligation to pay the liquidated damages to L&T as above, in the event of my leaving or abandoning or resigning or otherwise terminating or giving cause for termination of my training / employment prior to the completion of the period of 2 (TWO) years from the date hereof, I shall not, directly or indirectly, engage in or carry on either on my own accord or otherwise or serve in any capacity with any person, firm, or company, carrying on business in India or abroad which is similar or substantially similar to the business carried on by L&T for the unexpired period of the said period of 2 (TWO) years.

e) In addition to this undertaking as aforesaid, to secure the faithful performance of the terms and conditions of this undertaking, I agree and undertake to provide simultaneously, a personal guarantee for a sum Rs.50,000/- (Rupees Fifty Thousand only) from person(s) of good standing who shall be a permanent residents of India, to guarantee the faithful performance of this undertaking, in the manner required and acceptable to L&T. L&T will be at liberty to proceed against the guarantor(s) directly, without proceeding against me for recovery of sums due under this undertaking.

f) I hereby undertake to make the Surety aware of and agreeable to any change in this undertaking.

g) I shall sign all such papers, documents and / or powers of attorney / letters of authority as may be reasonably required by L&T in connection to this undertaking.

3. Dispute Resolution / Jurisdiction:

a) Any dispute or controversy or claim arising out of or relating to the breach or termination or invalidity thereof, shall be resolved in accordance with Rules of Nani Palkhivala Arbitration Center for the time being in force. The Arbitral Tribunal shall consist of a Sole Arbitrator to be appointed by the Nani Palkhivala Arbitration Center. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. The venue of arbitration shall be at Chennai. The award of arbitration shall be final and binding on the parties.

b) The Courts at Chennai shall have exclusive jurisdiction.

..4

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4. I, pursuant to this undertaking and in the premises, hereby indemnify and agree to keep indemnified L&T, its Directors, officers, employees, agents, its successors and assigns, of, from and against any / all, losses, cost including actual legal cost, damages, demands, claims, actions, proceedings charges and expenses, that L&T or any of them may suffer or incur on account of any action, legal or otherwise, having to be taken or being taken against myself by L&T in the event of breach on my part of any of the conditions contained herein and / or under the said letter No.(11)_____ dated (12)_____ addressed by L&T to me.

5. Address for purpose of service is as mentioned hereinabove.

Yours sincerely,

(Mr. / Mrs. / Miss _____)

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(On a Rs. 100/- Stamp paper)

GUARANTEE

This deed of guarantee made on this the (1)_____ day of (2)_____2019.

In consideration of Larsen & Toubro Limited, having its Registered Office at L&T House, N.M. Marg, Ballard Estate, Mumbai - 400001 and its ECC Division having its headquarters at P.B.No:979, Mount Poonamallee Road, Manapakkam, Chennai 600 089 ("L&T", which expression shall be deemed to mean and include its subsidiaries / associate / group companies, successors in title and assigns), having agreed to appoint / appointed Mr./Mrs./Miss. (3)_____, (hereinafter referred to as 'Trainee / Employee') as (4)_____, w.e.f. _(5)_____ , in L&T on the terms and conditions contained in L&T's letter No. (6)_____ dated (7)_____ ("letter") to the Trainee/Employee;

WHEREAS in accordance with the terms and conditions of the said letter, the Trainee / Employee has furnished an undertaking dated _(8)_____ ("Undertaking"), agreeing inter-alia to pay to L&T at Chennai, a sum of Rs.50,000/- (Rupees Fifty Thousand only) as liquidated damages, in the event of failure / default on the part of the Trainee/ Employee to perform his / her obligations, contained under the said letter and / or the Undertaking.

AND WHEREAS it is a condition of the said Undertaking that the Trainee / Employee shall furnish a guarantee / surety from two persons of good standing to guarantee his/her due performance of the conditions of the aforesaid Undertaking for a sum of Rs.50,000/- (Rupees Fifty Thousand only).

..2

X Y

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NOW THEREFORE

1. At the request of the Trainee / Employee, We, after going through the Undertaking and having understood the meaning, purport and intent now agree and volunteer to stand guarantee / surety for the Trainee/ Employee for his/her due performance under the Undertaking and accordingly We, Mr./Mrs./Miss.(9)_____ and Mr./Mrs./Miss.(10)_____, do hereby jointly and / or severally, absolutely, unconditionally and irrevocably undertake and guarantee to pay forthwith to L&T at Chennai, upon demand by L&T, without any demur, the said amount of Rs.50,000/- (Rupees Fifty Thousand only) as liquidated damages.

2. The above amount of Rs.50,000/- (Rupees Fifty Thousand only) shall constitute a debt owing by us to L&T and shall be recoverable by L&T with interest accrued thereon @ 18 % per annum, from the date of demand by L&T till date of repayment thereof by us.

3. We agree and confirm that any such demand made by L&T on us, by a written communication at the address mentioned hereunder shall be conclusive as regards default / breach having been committed by the Trainee / Employee of his / her obligations under the Undertaking and we shall not require / be entitled to require any further proof of these facts.

4. That this guarantee is absolute and unconditional and shall be enforced by L&T against us without any correlation with L&T's remedies against the Trainee / Employee, irrespective of any dispute or difference as to any liability of Trainee / Employee pursuant to the said letter and / or the Undertaking or otherwise.

5. No relaxation waiver shall in any way impact our liability and this guarantee will be a continuing Guarantee and will continue to be binding notwithstanding the death, insolvency, lunacy or any incapacity or liquidation or dissolution (as the case may be) of the Trainee / Employee or the guarantor(s).

6. Notwithstanding the provisions of any law of surety, any change in the Undertaking or any change in the constitution of L&T, shall in no way affect this deed.

7. We agree that L&T at its option shall be entitled to enforce this guarantee against us either individually or jointly as the case may be, at the first instance without proceeding against the Trainee / Employee.

8. We hereby undertake that in the event of we unable or fail to pay the said amount of Rs.50,000/- (Rupees Fifty Thousand only) L&T will be at liberty and shall be entitled and at its sole discretion proceed against our individual assets i.e. moveable or immoveable properties and recover the said amount of Rs.50,000/- (Rupees Fifty Thousand only) from the sale or proceeds of the assets.

9. We, in the premises, hereby indemnify and keep indemnified L&T, its Directors, officers, employees, agents, its successors and assigns of, from and against any / all, losses, cost including actual legal costs, damages, demands, claims, actions, proceedings charges and expenses, that L&T or any of them may suffer or incur on account of any action, legal or otherwise, having to be taken or being taken against us by L&T in the event of breach on our part of any of the conditions contained herein.

..3

X Y

Sensitivity: LNT Construction Internal Use

10.

a) Any dispute or controversy or claim arising out of or relating to this guarantee or the breach or termination or invalidity thereof, shall be resolved in accordance with Rules of Nani Palkhivala Arbitration Center for the time being in force. The Arbitral Tribunal shall consist of a Sole Arbitrator to be appointed by the Nani Palkhivala Arbitration Center. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. The venue of arbitration shall be at Chennai. The award of the arbitrator shall be final and binding on the parties.

b) The Courts at Chennai shall have exclusive jurisdiction

11. Address for purpose of service: as appearing herein below:

We hereby undertake to immediately inform L&T, of any change, whatsoever, in the address/addresses as provided by us herein below as and when the necessity arises. We, further undertake that in case we fail to provide the same, the address as provided by us at the time of submission of this Guarantee shall be considered as final and conclusive.

IN WITNESS WHEREOF, we have set and subscribed our respective hands and seal the day, month and year first hereinabove mentioned.

The First Guarantor

The Second Guarantor

……..

……

Witnesses

1. …….

2. …….

DETAILS OF THE FIRST GUARANTOR

Mr./Mrs./Miss. _____

Left hand thumb impression or signature of the Guarantor across one corner of the photograph with light background

Relation with the Trainee / Employee: _____

Permanent Residential Address	Company Name, Address & Designation
Tel. No. 1.	Tel. No. 1.
2.	2.

_____

(Signature of First Guarantor)

Encl: Address proof:

DETAILS OF THE SECOND GUARANTOR

Mr./Mrs./Miss. _____

Left hand thumb impression or signature of the Guarantor across one corner of the photograph with light background

Relation with the Trainee / Employee: _____

Permanent Residential Address	Company Name, Address & Designation
Tel. No. 1.	Tel. No. 1.
2.	2.

_____

(Signature of Second Guarantor)

Encl: Address proof:

_____

Accepted
For & On behalf of L&T
By its Authorized Signatory

Name:

Designation :

Sensitivity: LNT Construction Internal Use

SATYAJEET GROUP

Namdeo Kashinath Patil

+919822081434

: satyajeetgroup56@gmail.com

: Satyajeet Tower, Opp. Ganapati Temple,
varunji Phata,varunji, Tal-karad, Dist-satara

Date - 31/05/2023

To,

Mr.Suraj Machindranath Pawar.

A/P- Wahagao.

Tal.Karad, Dist.Satara(Maharashtra).

Pin- 415110.

Dear, Suraj

This has reference to the various disscussions you had with us. We are pleased to make a provisional Offer of appointment as **Assistant Architect at Satyajeet Group, Karad** your monthly Earnings Payments as applicable will be **Rs. 15000/-** Per month.

You are required to join the on 01/06/2023 Please return a signed copy if this letter as a taken of your acceptance of the offer. Confirming your date of joining.

We look forward to a mutually rewarding relationship.

SATYAJEET GROUP, KARAD

VIJAY GURAV AND ASSOCIATES
ARCHITECTURAL INTERIOR & STRUCTURAL CONSULTANTS
STRUCTURAL AUDITORS & VALUERS.

Offer Letter

Mr. Ganesh Vishnu Gurav

Sir,

Sub: Offer an appointment as Trainee Engineer

Ref: Your application dated 05.08.2023
Interview held at our Office, Virar.

With reference to your application and subsequent interview conducted at our office in Virar. We are pleased to appoint you as Trainee Engineer, to work in our Virar Office on a monthly salary of Rs.7500.00 per month.

Kindly return the duplicate copy of this offer (enclosed herewith), duly signed, as a taken of acceptance of this offer.

Thanking You,

Yours Faithfully,

(Vijay S Gurav)

VIJAY GURAV ASSOCIATES

F-11, Cosmos Square, Chikhaldongari Road, Global City, Virar (W). 401 303.
Contact-9923223801, Email- vguravassociates@gmail.com.

M.VENKATA RAO INFRA PROJECTS PVT. LTD.

Engineers & Contractor

Appointment Letter.: MVRIPPL/ Virar-Dhanu /01/2021-22 Date: 11-10-2021

To,
Mr. Dhananjay S. Nanavare
At/Post- Rajmachi
Tal- Karad,
Dist- Satara

Sub: Appointment Letter

Dear Sir,

With reference to your application and subsequent interview you had with us, we are pleased to inform that, you have been appointed as **Jr. Engineer** in our organization at **Virar – Dahanu Road section and construction of bridge No. 92 and 93 in lieu of existing bridge**. on the following terms and conditions.

1. You will be paid a consolidated salary of Rs. **12000/-** CTC per month, and the same can be divided into various categories as and when the company deems it as necessary.
2. You will be provided with free food and accommodation at our Camp Location.
3. You will be under probation for a period of **Six Month** from the date of joining. Upon satisfactory completion of probation, confirmation shall be intimated to you separately.
4. You are directly reporting to the **Project Manager**, (Mr. Venkata Ramana M Pati) and you will diligently and faithfully carry out the instructions given to you, by him from time to time to the best of your ability.
5. You will have the responsibility for an efficient, satisfactory and economical discharge of these Entries to you from time to time. At the sole discretion of the Management you will be granted increments and other allowances based on performance.
6. During this period of employment, you shall not secure any other employment engaged in any profession or trade or pursue any course of study of work part time without the management's previous consent in writing.
7. You will behave and conduct yourself in an orderly manner as per values & ethics of the company and shall not remain absent from the Place of work without the prior consent in writing.

Visakhapatnam : D.R. No. 48-19-6,Second Floor, MVR Complex, Dwarakanagar, Opp: RTC Complex,Visakhapatnam-530 016 Tel: 0891-6662519 mvrvizag@gmail.com
Goa : H/No.15/153/A-2 , 1st floor , Above AUDI GOA Showroom, Caranzalem , Panaji, Goa 403002 Tel: 0832-2465455 mvrinfra@yahoo.co.in
Mumbai : Silver strip flat No.B-18, Vakola pipe line Road, Santa Cruz East Mumbai -400055 Tel: 022-2668284 mvrmumbaioffice@yahoo.in
Hyderabad : H.No 8-2-293/82/J-111/436,Near Apollo Pharmacy, Road No 80,3rd phase , Jubilee Hills, Hyderabad ,Telangana -500033 Tel: 040-65963222 mvrippl.hyd@gmail.com
Delhi : Flat.No. 1032,Park Royal Apartment,Plot No.10A, Sector-9,,Dwarka, New Delhi-110075.Tel: 011-45637618 mvrdelhi@gmail.com
Website : www.mvrinfra.com

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8. The Company reserves the right to transfer you any of its sites / subsidiaries /associates / Factories at any place existing present or which may be established in future.

9. You will not at any time during your employment or there after divulge any information plans, know how etc, repairing business or affairs of the company or those of the company's clients and associates to any person, firm or company except with proper consent of the management.

10. During your services you will be governed by the rules and regulations framed by the company from time to time.

11. You have to Join Our Company before 1st Nov, 2021

Please confirm your acceptance of the appointment on the above terms and conditions by returning the duplicate copy of this letter duly signed by you and report to duties on or before

With Best wishes.

Yours faithfully,
For M. Venkata Rao Infra Project Pvt. Ltd.,

N. Ravaiah

(Authorised Signatory)

Scanned with CamScanner

Sahajanand Construction

Civil Engineers & Contractor

SHOP NO 3. VASUNDARA- 4 , POONAM SAGAR COMPLEX ,OPP.SECTOR 9, MIRA ROAD (E) MOB .9322662775
Email- kishor2208.tank@gmail.com, cmainuddin@yahoo.com

To.
Mr. Sameer Appa Tate
Karad.

Sub: Joining Letter

Dear Mr. Sameer Appa Tate

Subsequent to your application and the interview you had with us, we are pleased to join you a position of **"Jr. Site Engineer"** at our Karad Site.

Your Appointment is conditional to the assumption that this will be your sole activity and you shall not indulge in any other employment or business activity during the course of your employment with us.

You are requested to **report on Monday 26th Jun 2023 at 9.00 am** for further assignment. Your Letter of Appointment will be handed over on your joining.

We look forward to have a happy and fruitful association with you.

Kindly confirm your joining on the said date.

Thanking you.

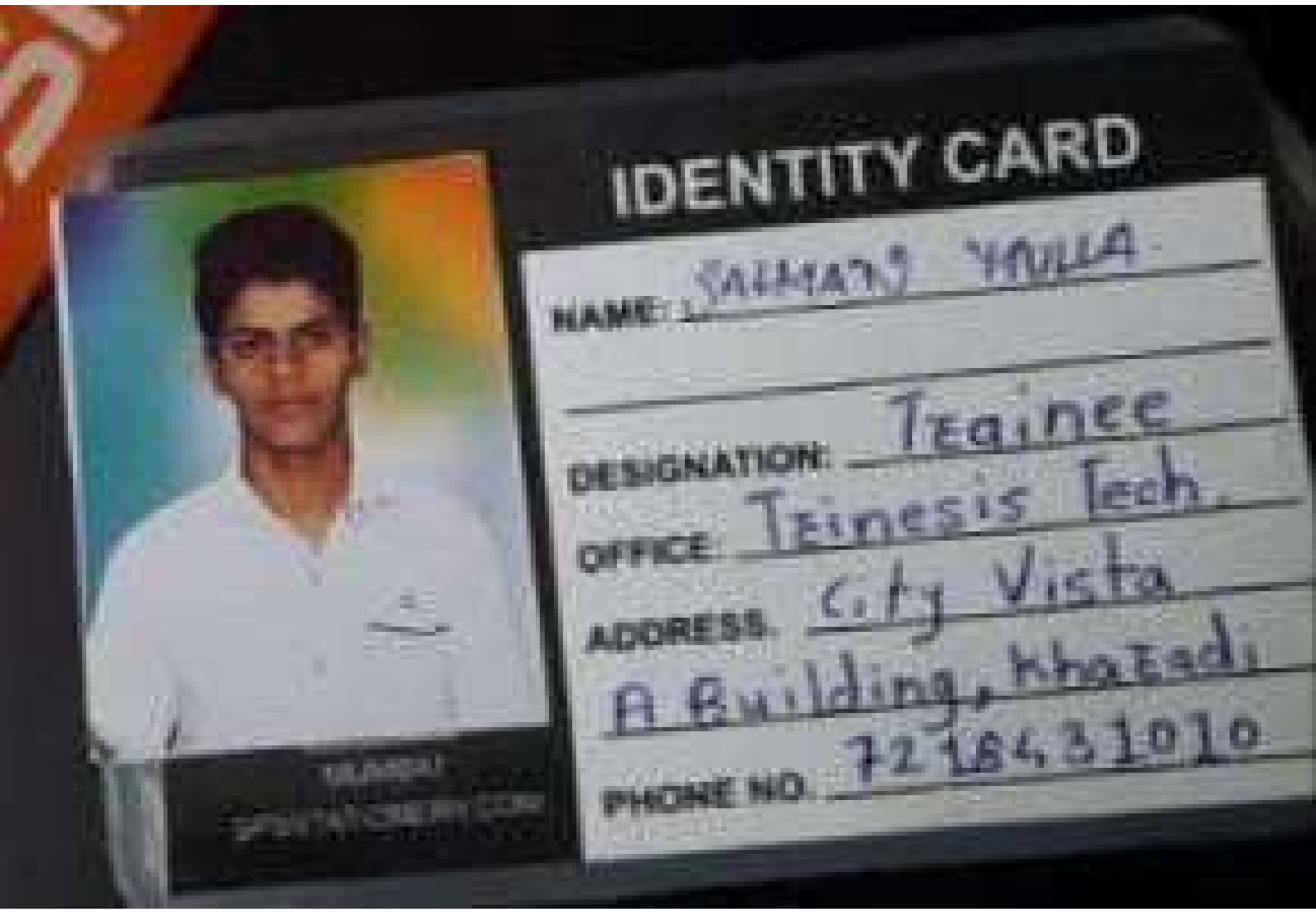
Yours sincerely,

Authorized Signatory

Shahajanand Construction * Karad -Site *

Received and accepted

(Sameer Appa Tate)


IDENTITY CARD
NAME: SAHAJ VIRA
DESIGNATION: Trainee
OFFICE: Trinesis Tech.
ADDRESS: City Vista
A Building, Khadki
PHONE NO: 7218431010

SIGMA TECHNOLOGIES



MANALI KALE

ID NO- 548

Head Office & Factory : 'H' Block ,Plot No. A 20 & 21,
MIDC, Pimpri Industrial Area, Pimpri, Pune - 411 018
Tel. : 020 27454541 /2 / 3 Email : info@sigmagroup.in

1:43 pm


wipro
Pooja
Yadav
20315523

June 20, 2023

OFFER LETTER

Shital Laxman Pawar,
Khalchi Gali, Karanguli,Tel. Shirala,
Dist-Sangli, Maharashtra- 415405

Dear Shital,

CONGRATULATIONS!

Thank You for choosing **PROPEQUITY** for building your career and deciding to contribute towards achieving the organizational goals & objectives of the Company.
We are happy to offer you the position of **Executive - Market Research.** You would be located in **Mumbai** and your **Total CTC** would be **Rs.225400 /-** per annum including PF, PT, ESI & MLWF deduction.

The joining date for the position will be on or before **Tuesday, June 20, 2023** as discussed.

You would also be required to sign a contract of Employment as per company policy which shall be issued to you upon joining the Company.

However all discussions which have been part of the interview process will be treated as Strictly Confidential.

Sincerely,

For and Behalf of **P.E. Analytics Ltd.**

Pooja Verma
Director- Operations

Annexure

	Compensation Structure		
	Salary Components	Yearly	Monthly
	Total CTC	225,400	18,783
Fixed CTC	Fixed CTC	225,400	18,783
	Basic	112,700	9,392
	HRA	56,350	4,696
	Conveyance	19,200	1,600
	Medical	1,128	94
	Statutory Bonus	12,000	1,000
	MLWF(Employee)	24	2
	MLWF(Employer)	72	6
	ESIC (Employee)	1,510	126
	ESIC (Employer)	6,545	545
	PF (Employee)	17,403	1,450
	PF (Employer)	17,403	1,450
	Professional Tax	2,400	200
	Fixed CTC	225,400	18,783
	IN HAND BEFORE TAX	180,040	15,003

Shital Laxman Pawar

**subject to changes in compliances

List of Documents required at the time of Joining.

1. Proof of Age
2. Education/Technical Qualification (This includes HSC, SSC, Graduation & Post Graduation certificates, Mark sheets.)
3. Previous Company Relieving letter/Resignation acceptance
4. Salary slip of last three months
5. Copy of PAN card and Aadhar card
6. Four recent passport size photographs
7. Address Proof
8. Medical certificate for fitness

The offer is subject to the submission of evident proofs of salary slip, offer letter of the previous employment and the background Verification which will be done post you're joining.

Please bring original & a photocopy of each of the documents mentioned above. The original documents shall be returned after verification.

Mphasis
The Next Applied

PERSONAL & CONFIDENTIAL

HR/Designation Change/ August 2022

August 30, 2022

Snehal Mohan Adhalge
Emp no : 2531039

Dear **Snehal,**

We are pleased to inform that your designation has been changed to **Technical Support Engineer -SD** with effect from **August 01, 2022.**

All other terms and conditions of your service remain unchanged.

We are confident of your commitment to Mphasis' success by focusing on outcomes and customer centricity, that which will steer Mphasis to newer heights.

We wish you the very best in your career with us.

With warm regards,

for Mphasis Ltd

Ravi Vasantraj
Global Delivery Head

Note: This is a system generated document and will not have signature.

Outward No.: SSSSG/3425/2023 Date - 26/07/2023

APPOINTMENT ORDER

To,
Ms. Rajashri Rajendra Khude,
At-Khudewadi, Post-Undale,
Tal-Karad, Dist-Satara.

Sub : Appointment to the post of Lecturer at Shree Sankrupa Institute of Engineering & Technology, Ghogaon, Tal-Karad, Dist-Satara.

Dear Ms. Rajashri Khude,

With reference to your interview on 19th July 2023, we are pleased to inform that you have been offered the post of **Lecturer** in the Department of Artificial Intelligence and Machine Learning (Diploma) with following terms & conditions.

1. Your appointment is purely on Ad-hoc basis for the academic year 2023-24 (up to 30/06/2024).
2. The pay scale of Rs. 56,100/- (as per 7th Pay) will be applicable to you from your date of joining.
3. Your service will be regulated by the rules and regulations of Shree Santkrupa Shikshan Sanstha, Ghogaon, Tal-Karad, Dist-Satara.
4. You should upgrade your qualification from time to time as per the requirements of the AICTE, DTE, MSBTE and the Institute.
5. You should produce authentic proof / documents of your personal details, qualification and experience to the office at the time of joining.
6. You should contribute for the overall development of the Trust and the Institute through additional ways along with your academic duties.
7. Your appointment does not permit you to engage yourself in any outside business or professional consulting, tutorial and / or such other outside work, either with or without remuneration. You shall work exclusively for and in the interest of the Institution & Trust.
8. You cannot leave the job during the academic year. In case you wish to leave the job at the end of the academic year and are not willing to continue the job you will have to submit one month's notice before completion of the academic year.
9. You should convey your acceptance within 7 days from the date of this appointment order.

We wish you a bright career at our Trust & the Institute.

We look forward to working with you for the development of our Institute.

With warm regards,

Yours truly,

SHREE SANTKRUPA SHIKSHAN SANSTHA F - 4746

Prasun Johari,
Secretary,
Shree Santkrupa Shikshan Sanstha.

Copy to:
1. The Principal, Shree Santkrupa Institute of Engineering & Technology
2. Personal File

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JEMKON
ISO 9001:2015

JEMKON PVT. LTD.



Madhuri Mane

Marketing Executive

EMP. Code	: JK/305
D.O.J.	: 04-10-2023
D.O.B.	: 29-01-1995
Blood Group	: O+ve

Plot No. 1, Survey No. 795/2, Opp. Mahindra Vehicle Gate No.2, Subhashwadi, Nighoje-Talwade Road, Nighoje, Chakan, Dist-Pune-410501.
Tel No. 02135-202901 / 7030375353

Authorized Signature

Emergency Contact No.
9923400293/8380082642

CLARIANT FRAKO

In collaboration with Frako-Germany

Ref: HR/Recr/College Placement/Mar-23

Date: 06-06-2023

To,

Mr.Sai Jotiram Sawant
Javahire Galli, Uttur,
Taluka-Ajra, Kolhapur-416520

Dear Sai,

This is with reference to your application and subsequent interview rounds with our senior management regarding your candidature with our Company.

We are pleased to appoint you as **Graduate Engineer Trainee** in our Company w.e.f. 15th June, 2023, on the following terms and conditions.

1. **Annual Compensation:**

a) Your Annual Compensation structure, i.e. the Cost to Company (CTC) is mentioned in Annexure 1 to this Offer Letter.

2. **Working Hours and Location:**

a) The working hours of the Company are from 10:30am to 6:30pm as per the current Company policy, with the working week being from Monday to Saturday each week.

b) However, you may have to make yourself available to the Company as per the work exigencies and requirements, without any additional compensation or benefits.

c) Further, in case of any requirements related to Working from Home, the same shall be approved only at the sole discretion of the Management and the Reporting Manager.

Clariant Power System Ltd. Pune

3. Date of Appointment:

a) Your date of joining the Company will be your official date of appointment, with all the necessary documentation being handed over by the HR Team on that date.

4. Training and Probation:

a) As per the Company Policy, you will be on a Training and Probationary period for a period of 18 months (01 Year Training + 06 Month Probation) from the date of joining. The said period can be extended or reduced at the sole discretion of the management of the Company.

b) At the end of the aforementioned period, if your work performance and overall contribution to the Company is found as per expectations, of which the management of the Company shall be sole judge, the Company may, but is not bound to, confirm your appointment.

c) However, until you are informed in writing that your services are confirmed, you shall continue to remain on probation, for such extended period as may be decided by the management.

d) During this period, your services can be terminated by giving one month's either side notice, or salary in lieu thereof to the Company of your intention to do so. If your services, during the Training and Probation period, are found to be unsatisfactory, of which the Company shall be the sole judge, your services can be terminated without any notice.

e) The total leaves allowed during such probationary period is a total of 12 days as per the Company policy during the Training and Probationary period, and in case you remain absent exceeding the aforementioned 12 days, you will not be paid your salary and other admissible allowances for the period of such leave. Also, the leave shall be taken only after express approval of your immediate superiors, otherwise the leave shall be void.

f) Further, you will also not be entitled to any deductions for the Provident Fund contribution in your probationary period and only a sum will be deducted from your remuneration for contribution towards Professional Tax payment.

Clariant Power System Ltd. Pune

5. Confirmation:

a) At the end of the probationary period, if your services are found to be satisfactory, your appointment will be confirmed in writing.

b) After confirmation, your salary structure shall include a contribution to the Provident Fund and other benefits as per applicable Company Policy.

c) An increase in your salary will be reviewed periodically as per the Company Policy and the increments in the salary range will be on the basis of demonstrated results and the effectiveness of performance during the period of review.

d) Post confirmation, your notice period shall be for a period of three months from the date of resignation (resignation acceptance is critical from the management's side for the notice period to initiate), and the same can only be reduced at the sole discretion of the management of the Company.

e) However, the management may terminate your services by giving you one month's notice or salary in lieu thereof. Provided, however, that no notice or salary in lieu thereof will be required to be given in case your services are terminated for any misconduct or any disciplinary reasons.

f) Post confirmation, the existing leave policy of the Company shall be applicable to you.

6. Overall Responsibilities:

a) During the period of your employment and association with you, you shall devote your full time for the work allocated to you and you shall not undertake any part time employment, assignments, business or work, directly or indirectly honorary or for remuneration except with the written permission of the Company.

b) You shall be signing a Non-Disclosure Agreement (NDA) with the Company at the time of your joining and the provisions of the aforementioned NDA shall be applicable to you during the term of your employment with the Company and for a period of five years from your last day of working with the Company.

Clariant Power System Ltd. Pune

c) In case it is found out that you have not observed secrecy in respect of any technical, trade, business data, information or systems, existing programs or programs developed, software, inventions made by you or any other employee of the company, which you may acquire or come to knowledge while in employment, you shall be liable for penal actions as per the relevant clauses of the NDA as well as the discretion of the management.

d) Your services can be transferred at short notice to any of the existing or future department / branch office / establishment / division of the Company, with the terms of employment being decided by the management of the Company.

e) Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company policy.

f) You shall always endeavor to upgrade your skills, knowledge, expertise, from time to time and shall not refuse to undergo any training or program undertaken by Company or as directed by the Company for improvement or up-gradation of skills, services performance or such other things necessary for the growth of the Company.

g) In the event of the company sends you to any specialized training in India or abroad by incurring huge expenses, you shall be required to sign an agreement to serve the Company for the minimum stipulated period, upon completion of the said training. Failure to abide by the terms of the aforementioned agreement shall make you liable to pay entire amount of expenses incurred by the Company in this regard, in addition to any liquidated damages as may be prescribed in the agreement.

h) Being a Graduate Engineer Trainee, you will have to sign an agreement to serve a company for a minimum period of 2 years or any period as per the discretion of the management.

i) During your employment with us, you will not associate yourself with such activities as in the opinion of the Management will be harmful or detrimental to the interest of the company.

j) You will be governed by the rules and regulations of the Company and the standing orders which are in force and also by any additions and alteration that may be made thereto from time to time by the Management.

Clariant Power System Ltd. Pune

k) Your appointment is subject to your producing all the documentary evidence and certificates of your age and qualification as stated by you in the employment application form.

7. Conflict of Interest:

a) You will not seek a full time or part-time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.

8. Contract/Bond with Previous Employers:

a) It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.

9. Retirement / Termination:

a) Your appointment and its continuance is subject to your remaining medically (physically, mentally) fit.

b) You will be liable to retire from the services on completing the age of 58 years. However, it would be open for the company to determine the employment at any time in the event of your becoming, from any cause incapacitated, for a period longer than three months, and are not able to properly discharge (of which the company shall be sole judge) your duties.

c) If in the opinion of the Management, you are found to be guilty of breach of any of the above clauses, other rules and regulations, insubordination, gross negligence of duty, dishonesty or placing personal consideration above the Company's interest in any business dealing or involvement in any unlawful acts under any statute and if you suppress any information from the Company or give false information to the Company, the Management can terminate you from the services forthwith.

Clariant Power System Ltd. Pune

d) Upon termination of your employment, you will have to return all documents, papers, tools, spares and any other articles / or copies thereof etc. relating to the affairs of the Company or any other material that you may have in your possession.

e) Your appointment is based on information, testimonials, documents submitted by you which you were required to submit while joining the employment or may be called upon to do so, subsequently.

f) All the correspondence, communications by the Company hereinafter shall be made either personally at workplace or at the residential address given by you, at one of the places at the discretion and convenience of the Company, should you change your residence, you shall forthwith inform the address in writing to the company.

10. Applicable Law and Jurisdiction:

a) The validity of this Employee Agreement, the construction of its terms and the determination of the rights and duties of the parties hereto shall be governed by and construed in accordance with the applicable Indian laws. The parties hereby consent to the jurisdiction of the courts of Pune and expressly waive any and all objections with respect to the same.

If you are agreeable to the aforesaid terms and conditions, please return the duplicate copy of this letter with your signature thereon signifying your acceptance.

We welcome you to the Clariant Family and trust we will have a long and mutually rewarding relationship association.

For Clariant Power System Ltd.

Clariant Power System Ltd. Pune

Soumitra B. Mujumdar

AVP - Operations

CC: CMD / ADMIN

CLARIANT FRAKO
In collaboration with Frako-Germany

I have read and understood the terms and conditions and accept them fully.

Sign –

Name –

Date -

Registered Office: Clariant House, B-wing, Abhijit court 799/A, Bhandarkar Road Pune – 411004
CIN: U31501PN2013PLC149493
Phone: +912067332999; Email: sales@clariantindia.co.in; Website – www.clariantindia.co.in
Factory: Plot B-5-2, E-17-18-10 & E-17-18-10(2), MIDC Industrial Area, Bhosari, Pune - 411026

CLARIANT FRAKO
In collaboration with Frako-Germany

Annexure 1

Graduate Trainee Engineers		
Executive-Service/Projects/EMS-E1 Grade		
Date of Joining : 15th June 2023		
SN	Particulars	Amount (Rs.)
1	Basic Salary + Dearness Allowance	8,000.00
2	HRA	4,000.00
3	Conveyance Allowance	4,000.00
4	Education Allowance	2,000.00
5	Other Allowance	2,000.00
A	Gross Salary (Monthly)	20,000.00
B	Total CTC (Monthly)	20,000.00
C	Total CTC (Annual)	2,40,000.00
D	Annual Bonus	20,000.00
E	Performance Incentive	15,000.00
F	Total Annual Payout (C+D+E)	2,75,000.00

*Note:

1. Professional Tax Contribution and applicable Tax Deducted at Source will be deducted from the Gross Salary of the Employee.
2. Provident Fund applicability shall be initiated only after the confirmation of the Employee as per Company Policy
3. Annual Bonus shall be paid to the Employee as per the Management decision.

Clariant Power System Ltd. Pune

Accepted

Name and sign

Registered Office: Clariant House, B-wing, Abhijit court 799/A, Bhandarkar Road Pune – 411004
CIN: U31501PN2013PLC149493
Phone: +912067332999; Email: sales@clariantindia.co.in; Website – www.clariantindia.co.in
Factory: Plot B-5-2, E-17-18-10 & E-17-18-10(2), MIDC Industrial Area, Bhosari, Pune - 411026

CASH PAYMENT

DETAMAN ELECTRICALS PVT. LTD.
26/8, Narhe Road, Narhe, Pune - 411 041. Phone : 24690530

VOUCHER No.: _____
Dated : 04 NOV 2023
Rs.: 14200/-

DEBIT To. _____
(Account Head)

Amount Paid by Cash to Varad Yadav	Amount Rs.	Ps.
.	14200	/-
Salary for the Month of Oct-2023		
Rupees: Forteen Thousand Two Hundred only. TOTAL :	14200	/-

DETAMAN ELECTRICALS PVT. LTD. NARHE PUNE-41

Authorised Signatory

Checked / Prepared by

Receiver's Signature

OFFER LETTER

Date: 01 JUNE 2023

To
Ms. Shivani Suryakant Patil
A/P: Yelapur, Shirala, Sangli
415405
Mob.No.: 8637751441

Sub: Offer Letter

Dear **Shivani**,

We are pleased to offer you the post of Design Engineer based at Interview**.**

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

You will be on probation for six months.

This offer is subjected to background verification and medical fitness.

On acceptance of the terms of conditions as per this offer letter, you will be able to terminate your employment with the Company by giving one (1) month notice to the Company and vice versa. You shall not be eligible to avail leave during the notice period.

We welcome you to join the Company and would be happy if you can sign the duplicate copy of this letter in token of your acceptance of the offer of employment with the Company.

If you have any question, please clarify from the undersigned.

With regards,

HR - Head

POWER CONTROL ENGINEERS PVT. LTD. PUNE-23

WORKS: 77/4, VISHNU MALATI INDUSTRIAL ESTATE, PUNE – 411023. TEL: 25291011, 25293244. FAX: 020-25290771
CIN U31900PN2021PTC203244 Email: info@powercontrolengg.com Website: www.powercontrolengg.com

I accept the aforesaid terms & conditions and this offer of employment. I shall keep the contents of this document confidential.

I will join on 15 June 2023

Name: **Shivani Suryakant Patil**

Signature: 

Date: 02 June 2023

WORKS: 77/4, VISHNU MALATI INDUSTRIAL ESTATE, PUNE – 411023. TEL: 25291011, 25293244. FAX: 020-25290771
CIN U31900PN2021PTC203244 Email: info@powercontrolengg.com Website: www.powercontrolengg.com

CHIMA TECH PROJECTS PVT. LTD.
C-2, shop No.14 ,Avishkar ,Near Mantri Market,
Hadapsar, Pune-411 028.
Ph/Fax : 02069911111
Email: chimatech@gmail.com

REF/HR/CPPL/225

Date: 01/ 09/ 2021.

To,

Sumit Yadav .
Vittalwadi A/P-Tulsan
Tal - Karad- Dist-Satara – 415111.

Appointment Letter

Dear

Sumit ,

This is with reference to your application for employment and subsequent interview; we are pleased to offer you appointment as **Shift Engineer** in Chima Tech Projects Pvt.Ltd-Pune. Your date of joining will be on **01/09/2021** consolidated salary of **Rs. 25000 (Gross)** per month.

1. Be it clearly understood and agreed that your appointment is being made on contractual basis for a fixed period as stated above. Your appointment will automatically come to an end on the expiry of the specified period and no notice or pay or retrenchment compensation will be payable to you by the management since your appointment is being made for a specified period you will neither have any right nor a lien on the job held by you. Also you will not claim regular employment even if there is such a vacancy for the post held by you otherwise except one months notice or salary in lieu of one month's notice no compensation or remaining wages for unexpired period of contractual and fixed period of appointment will be payable by the management if your services are terminated before the specified period of your service.

2. Your duties will include for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time. As an employee of the Company / Firm / Establishment you will maintain a high standard of loyalty, efficiency, integrity, and secrecy and will liaisons with employees working under your supervision or your colleagues and will be responsible for execution of the decisions taken by management from time to time.

3. The Management will be within its rights to transfer you for work for loan your services to any other unit / Division / Department or its parent and / or Associated companies in any part of the country, where the Company /Firm / Establishment has an office of branch or unit or site for work either at present or may have at any time in future.

महावितरण
महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित
(महाराष्ट्र शासन अंगीकृत)
CIN: U40109MH2005SGC153645

मुख्य अभियंता, बारामती परिमंडल यांचे कार्यालय,
"ऊर्जाभवन" तिसरा मजला, भिगवण रोड बारामती,
दुरध्वनी क्रमांक : वै. ०२११२-२४४७७१, का. ०२११२-२४४७७२,
फॅक्स - ०२११२-२४४७७३, का. ०२११२-२४४७७४,
E-mail: cebaramati@mahadiscom.in Website: www.mahadiscom.in

जा.क्र. मुअ/बाप/मासंवि/ No - 5236 दिनांक :- 20 DEC 2023

प्रति,
श्री. मंदार श्रीनावास जाधव
मु. पो. शुक्रवार पेठ, कराड ता. कराड जि. सोलापुर

शिकाऊ उमेदवारी नियुक्ती पत्र

विषय : शिकाऊ उमेदवारी अधिनियम १९६१ अंतर्गत, सन २०२३-२४ करिता पदवीधारक विद्युत अभियांत्रिकी उमेदवार म्हणून नियुक्तीबाबत.

महोदय/महोदया,

आपली विद्युत अभियांत्रिकी पदवीधारक प्रशिक्षणाकरीता शिकाऊ उमेदवार म्हणून एक वर्ष कालावधी करीता खाली नमूद केलेल्या अटी व शर्तीच्या आधीन राहून प्रतिक्षा यादीनुसार निवड करून नियुक्ती पत्र देण्यात येत आहे.

१. आपली नियुक्ती शिकाऊ उमेदवारी अधिनियम, १९६१ व त्यास संलग्न नियमातील बदलाच्या अधिपत्याखाली राहील.
२. आपणास दरमहा विद्यावेतन रू.९०००/- इतके मिळेल.
३. शिकाऊ उमेदवार म्हणून नियुक्तीच्या ठिकाणी हजर होतांना आपणांस प्रवासभत्ता अगर इतर कोणताही भत्ता मिळणार नाही किंवा आपण विद्यावेतना शिवाय कोणत्याही भत्यास पात्र नाही.
४. शिकाऊ उमेदवारी अधिनियम १९६१ मधील इतर अटी व शर्ती ही आपणांस बंधनकारक राहतील.
५. शिकाऊ उमेदवार म्हणून हजर होतांना आपणांस खालील नमूद केलेल्या कागदपत्राच्या **एक (१)** साक्षांकीत केलेल्या छायांकीत प्रती सादर करणे आवश्यक आहे.
   * कोणत्याही दोन जबाबदार व्यक्तीचे (नातलगाव्यतिरिक्त) आपले चारित्र्याबदलचे दाखले/ शपथ पत्र (ओथ ऑफ ॲलिजन्स)
   * पदवी विद्युत अभियांत्रिकी परीक्षा पास असल्याचे गुणपत्र/प्रमाणपत्र.
   * जिल्हाशल्य चिकित्सक किंवा नोंदणीकृत वैद्यकीय अधिकारी (M.B.B.S.) यांनी दिलेला शारिरीक पात्रतेबाबतचा दाखला स्वखर्चाने सादर करणेचा आहे.
   * एस.एस.सी.प्रमाणपत्र (जन्मतारीखेसाठी) /जन्म दाखला/शाळा सोडल्याचा दाखला.
   * मागासवर्गीय उमेदवारांसाठी जातीच्या दाखल्याच्या साक्षांकीत केलेली छायांकीत प्रत.
६. शिकाऊ उमेदवार यांनी एक वर्ष महाराष्ट्र राज्य विद्युत वितरण कंपनीमध्ये प्रशिक्षण घेणेचे आहे. प्रशिक्षण कालावधी पूर्ण होण्यापूर्वी जर आपणांस स्वइच्छेने राजीनामा द्यावयाचा असेल तर सक्षम अधिकारी नियमानुसार जी रक्कम नुकसान भरपाई म्हणून असेल ती रक्कम कंपनीस देणे बंधनकारक राहील.
७. शिकाऊ उमेदवारी अधिनियम १९६१ मधील तरतुदीनुसार आपण रजा मिळणेस पात्र आहात.
८. **एक वर्ष शिकाऊ उमेदवारी पूर्ण केलेनंतर आपणास महावितरण कंपनीत नोकरीसाठी हक्क सांगता येणार नाही.**
९. आपली शिकाऊ उमेदवारी अंतर्गत पदस्थापना **कराड शहर उपविभाग** येथे करण्यात आलेली आहे.
१०. तसेच, आपण रुजू झालेनंतर ताबडतोब **https://nats.education.gov.in** या संकेत स्थळावर आपली नोंदणी केलेबाबतचा दस्तऐवज (**My Profile** मधील **Enrollment ID** ची झेरॉक्स प्रत) तात्काळ संबंधीत विभागीय कार्यालयास सादर करण्यात यावा. अन्यथा, आपणास विद्यावेतन अदा केले जाणार नाही, याची नोंद घ्यावी. उपरोक्त सर्व अटी/ शर्ती मान्य असतील, तर आपण अट क्रमांक ५ मधील सर्व कागदपत्रांची पूर्तता केल्यानंतर आपणांस पदस्थापना दिलेल्या ठिकाणी दिनांक **२८.१२.२०२३** रोजी किंवा तत्पुर्वी कामावर रुजू व्हावे अन्यथा विहित कालावधीत आपण हजर झाला नाही तर सदरचा आदेश रद्द समजला जाईल व त्यानंतर आपली व्यक्तीगत पातळीवरील कोणतीही सबब ऐकली जाणार नाही अगर कोणताही पत्रव्यवहार केला जाणार नाही याची नोंद घ्यावी.

आपला विश्वासू

(पांडुरंग औ. वेळापूरे)
सहाय्यक महाव्यवस्थापक (मासं)
बारामती परिमंडल, बारामती.

प्रत सादर :
१. अधीक्षक अभियंता, म.रा.वि.वि.कं.मर्या., मंडल कार्यालय, बारामती/सोलापुर/सातारा.
२. सहाय्यक महाव्यवस्थापक (मासं-भरती विभाग)
   एक्स्टेला बॅट्रीज विस्तार इमारत, प्लाट नं.१, धारावी रोड, माटुंगा रोड, मुंबई,
३. सहाय्यक प्रशिक्षण निदेशक, शिशु प्रशिक्षण मंडल, सायन मुंबई.

प्रत रवाना :
कार्यकारी अभियंता, म.रा.वि.वि.कं.मर्या., विभागीय कार्यालय,कराड
------ यांना सूचित करणेत येते की, प्रशिक्षणार्थीचे विद्यावेतन हे आपल्या स्तरावर संबंधितास अदा करणेत यावे.

MERX KEN PVT . LTD .
TECHNICAL CONSULTANCY SERVICES
521,TALSANDE KOLHAPUR, MAHARASHTRA 416112
MOB NO . 9689883757
REG.NO.27601687321P

Email - merxkenpvtltd@gmail.com

JOB APPOINTMENT LETTER

To,
PIYUSH SUTAR,
KARAD,
SATARA – 415124.

Dear Piyush Sutar,

With reference to your job application for the role of '**SERVICE ENGINEER'** with **MERX-KEN PVT. LTD. TALSANDE**, and after the following interview rounds conducted, we are delighted to recruit you for our company's role. Please find the detailsattached below and heed the terms and conditions of the company.

Job Role: **SERVICE ENGINEER**

Current Location: Talsande, Dist.- Kolhapur India 416113.

Date of Reporting: 22ND September 2023

Salary: Please find the detailed salary structure described overleaf. Your variable pay depends on multiple factors like performance and appraisals. Variable pay shall be applicable to all employees after their initial probationary period withus.
Have to work on probationary period for **Three months.**
You will be paid Stipend Rs10,000/- per month on probationary period.
After the probationary period you will be given salary increase based on your performance

Working Hours: We work from Monday to Saturday, adhering to timings between 9 AM to 5

PM.

Leave policy: Leaves are **applicable** for employees to **post their probationary period**.
The leave structure allowed by the company for employees is detailed in the document attached overleaf.
We hereby take this opportunity to welcome you onboard MERX KEN Private Ltd and wish you a long journey with us.We assure complete professional support to aid in your career growth and development.

Notice period: If the employee desire to leave the company, he/she has to serve the notice period of 30 days.



Regards,

MERXKEN Pvt. Ltd.
[HR- Admin, Staffing and Operations] **Director's Signature**

YASHASWI

Ref. No. FEIPL/APPT/ 32512

Date: 18/03/2021

TO,

Mr. /Ms. AMOL KAMBLE

Sub: Appointment letter for the post of **NAPS TRAINEE**

Dear Mr. / Ms. AMOL

1. We are pleased to inform you that you have been selected for appointment as an **"NAPS Trainee"** in our organization from **18/03/2021** & will be for a period 3 Years from the date of commencement of training period on the following terms and conditions.

2. During your NAPS training period you will receive Stipend of **Rs. 13000 /- p.m. (THIRTEEN THOUSAND RUPEES ONLY)** per month.

3. The Establishment agrees and understands that the minimum monthly stipend will be 10% higher than the current stipend after completion of 1 year and 15% after completion of 2 years.

4. In case your performance, conduct, behavior found to be unsatisfactory your NAPS training period will be terminated forthwith without any payment in lieu thereof, also you will be abide the rules made there under and the rules of discipline applicable for the organization.

5. The Company may consider, depending on availability, will be providing you transport facility for your travelling to the work and back subject to the rules and regulations in force.

6. During your training, you shall do, act, discharge and carry out whatever assignments and work assigned to you, to the fullest satisfaction of your trainers and shall abide with instructions regarding work, conduct and behavior while on work.

7. You will not be entitled to any of the other benefits or privileges Accorded to the permanent employees of the company.

8. During your training, you shall not, without consent in writing of the organization, join any part time, full time professional Body, Association, or Education pursuit with or without remuneration. You shall devote your whole attention and time to your training and the duties assigned to you by virtue of your training with Organization.

TATA MOTORS LIMITED

Commercial Vehicle Business Unit-Pune

TATA



Prashant Shivaji Patil

P. No. : 299673

Blood Group :

MAHAVITARAN
Maharashtra State Electricity Distribution Co. Ltd.

MAHARASHTRA STATE ELECTRICITY DISTRIBUTION CO. LTD.,
(A Govt. of Maharashtra Undertaking)
CIN-U40109MH2005SGC153645

Contact No-7875956351
E-mail – eeislmpur@ho.mahadiscom.in
Web Site : www.mahadiscom.in

O & M Division Office,
Islampur, Takari Road
Islampur – 415 409

दिनांक :- १०/०४/२०२३

प्रति,
HOD,Electrical Department,
श्री संतकृपा इन्स्टिटयूट ऑफ इंजिनिरिंग अँड टेकनॉलॉजि,
मु. पो. घोगाव ता.कराड, जि. सातारा.

विषय:- अनुभव प्रमाणपत्रा संदर्भात.
संदर्भ:- काअ /इस्ला/मसावि/निर्वाह भत्ता/२/०८९२ दिनांक-२८/०३/२०२३

मा. सर/मॅडम,

वरील विषयास अनुसरून आपणास कळविण्यात येते कि, आपले विध्यार्थी श्री.सिद्धार्थ सुनिल पेठकर हे आमचे कर्मचारी कै. सुनील निवृत्ती पेठकर यांचा मुलगा या नात्याने त्यांनी म.रा.वि.वि.कंपनी मर्या. येथे त्यांनी अनुकंपा तत्वावर नोकरी मागणी अर्ज सादर केला आहे तरी वरील संदर्भाच्या अनुसरून आमच्या विभागीय कार्यालय, इस्लामपूर येथे ते सेवेत रुजू झाले आहेत. वरील संदर्भा नुसार ते विभागीय कार्यालय इस्लामपूर येथे मासिक निर्वाह भत्ता व १० दिवस काम या योजने अंतर्गत दिनांक २८-०२-२०२३ पासून काम करत आहेत. तरी हे पत्र त्यांना महाविध्यालया मध्ये मागितलेल्या एक महिना प्रशिक्षणप्रमाण पात्राच्या अनुशंघाने दिले आहे.

तरी वरील अर्ज आपल्या पुढील कार्यवाही साठी सादर करत आहोत.

कळावे,

Executive Engineer
M.S.E.D.Comp.Ltd.
O & M.Dn.Islampur.

Mrs. Patil SM
Letter has applicant
internship head.

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THERMAX

THERMAX LIMITED

D-13, MIDC,INDL.Area R D Aga Road,Chinchwa
PUNE-411019,TEL.(020)-27475942/27477595
Fax (020)- 27472049



ONKAR PATIL

Emp.No. T15990

Blood Group: O+ve

Suzlon Global Services Ltd.

SUZLON

04 May 2023

Mr.Sachin Patil

Sangli
pin code: 415410
Phone: 9356708651
Email: sachinpatil94041@gmail.com

OFFER OF EMPLOYMENT

Dear Mr.Sachin,

With reference to your application and the subsequent interviews/discussions that you had with us, we are pleased to offer you employment in our organization as **Diploma Trainee Engineer - OMS in BB Role in M2 Grade and would be based at Gudepanchagani, India** or at any other places or locations as may be designated by the company from time to time.

Your total CTC (TCTC) per annum will be **Rs. 2,00,004 - (Rs.Two Lacs Four Only).** The break-up of the same is given vide Annexure 1.

Employees in Building Blocks (BB) roles

I. The Employee will be entitled for a Quarterly Performance Linked Incentive (QPLI) Incentive (QPLI) to be paid based on team/unit performance as per the relevant policy of the Company. Should the Employees role change to Other than Building Blocks (OBB) role (see below), the Employee will discontinue to be part of QPLI scheme and move to annual Variable Pay compensation, which will be paid as per Company's policies based on Company and individual performance (as applicable) from the date of such movement on a pro-rata basis from the date of such role change at the end of financial year.

Employees in Other than Building Blocks (OBB) roles

II. The Employee will be entitled for Variable Cost to Company (VCTC) to be paid as be paid as per Company's policy based on Companys and individual performance after end of the relevant financial year. Should the Employees role change to Building Blocks (BB) role, the compensation structure will change accordingly and VCTC component will be discontinued from such date. Instead, the Employee will become entitled for receiving Quarterly Performance Linked Incentive (QPLI) to be paid based on team/unit performance (as applicable) from the date of such movement on a pro-rata basis. Similarly, for the time the Employees role was under OBB category, the Employee will be entitled to receive VCTC on pro-rata basis as per Company's policies at the end of financial year.

The other terms and conditions of your employment will be communicated to you after joining.

Digitally signed by [illegible] 4/5/2023 1...

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महावितरण
महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित
(महाराष्ट्र शासन अंगीकृत)
CIN: U40109MH2005SGC153645

मुख्य अभियंता, बारामती परिमंडल यांचे कार्यालय,
"ऊर्जाभवन" तिसरा मजला, भिगवण रोड बारामती,
दुरध्वनी क्रमांक : वै. ०२११२-२४४७७१, का. ०२११२-२४४७७२,
फॅक्स - ०२११२-२४४७७३, का. ०२११२-२४४७७४,
E-mail: cebaramati@mahadiscom.in Website: www.mahadiscom.in

जा.क्र. मुअ/बाप/मासंवि/ No - 5232 दिनांक :- 20 DEC 2023

प्रति,
श्री. गौरवराजे नरेंद्र शिंदे
मु. पो. सुपने ता. कराड जि. सातारा

शिकाऊ उमेदवारी नियुक्ती पत्र

विषय : शिकाऊ उमेदवारी अधिनियम १९६१ अंतर्गत, सन २०२३-२४ करिता पदवीधारक विद्युत अभियांत्रिकी उमेदवार म्हणून नियुक्तीबाबत.

महोदय/महोदया,

आपली विद्युत अभियांत्रिकी पदवीधारक प्रशिक्षणाकरीता शिकाऊ उमेदवार म्हणून एक वर्ष कालावधी करीता खाली नमूद केलेल्या अटी व शर्तींच्या आधीन राहून प्रतिक्षा यादीनुसार निवड करून नियुक्ती पत्र देण्यात येत आहे.

१. आपली नियुक्ती शिकाऊ उमेदवारी अधिनियम, १९६१ व त्यास संलग्न नियमातील बदलाच्या अधिपत्याखाली राहील.
२. आपणास दरमहा विद्यावेतन रू.९०००/- इतके मिळेल.
३. शिकाऊ उमेदवार म्हणून नियुक्तीच्या ठिकाणी हजर होतांना आपणांस प्रवासभत्ता अगर इतर कोणताही भत्ता मिळणार नाही किंवा आपण विद्यावेतना शिवाय कोणत्याही भत्यास पात्र नाही.
४. शिकाऊ उमेदवारी अधिनियम १९६१ मधील इतर अटी व शर्ती ही आपणांस बंधनकारक राहतील.
५. शिकाऊ उमेदवार म्हणून हजर होतांना आपणांस खालील नमूद केलेल्या कागदपत्राच्या **एक (१)** साक्षांकीत केलेल्या छायांकीत प्रती सादर करणे आवश्यक आहे.
   * कोणत्याही दोन जबाबदार व्यक्तीचे (नातलगाव्यतिरिक्त) आपले चारित्र्याबदलचे दाखले/ शपथ पत्र (ओथ ऑफ ॲलिजन्स)
   * पदवी विद्युत अभियांत्रिकी परीक्षा पास असल्याचे गुणपत्र/प्रमाणपत्र.
   * जिल्हाशल्य चिकित्सक किंवा नोंदणीकृत वैद्यकीय अधिकारी (M.B.B.S.) यांनी दिलेला शारिरीक पात्रतेबाबतचा दाखला स्वखर्चाने सादर करणेचा आहे.
   * एस.एस.सी.प्रमाणपत्र (जन्मतारीखेसाठी) /जन्म दाखला/शाळा सोडल्याचा दाखला.
   * मागासवर्गीय उमेदवारांसाठी जातीच्या दाखल्याच्या साक्षांकीत केलेली छायांकीत प्रत.
६. शिकाऊ उमेदवार यांनी एक वर्ष महाराष्ट्र राज्य विद्युत वितरण कंपनीमध्ये प्रशिक्षण घेणेचे आहे. प्रशिक्षण कालावधी पूर्ण होण्यापूर्वी जर आपणांस स्वइच्छेने राजीनामा द्यावयाचा असेल तर सक्षम अधिकारी नियमानुसार जी रक्कम नुकसान भरपाई म्हणून असेल ती रक्कम कंपनीस देणे बंधनकारक राहील.
७. शिकाऊ उमेदवारी अधिनियम १९६१ मधील तरतुदीनुसार आपण रजा मिळणेस पात्र आहात.
८. एक वर्ष शिकाऊ उमेदवारी पूर्ण केलेनंतर आपणास महावितरण कंपनीत नोकरीसाठी हक्क सांगता येणार नाही.
९. आपली शिकाऊ उमेदवारी अंतर्गत पदस्थापना **ओगलेवाडी शाखा नं.१** येथे करण्यात आलेली आहे.
१०. तसेच, आपण रुजू झालेनंतर ताबडतोब **https://nats.education.gov.in** या संकेत स्थळावर आपली नोंदणी केलेबाबतचा दस्तऐवज (**My Profile** मधील **Enrollment ID** ची झेरॉक्स प्रत) तात्काळ संबंधीत विभागीय कार्यालयास सादर करण्यात यावा. अन्यथा, आपणास विद्यावेतन अदा केले जाणार नाही, याची नोंद घ्यावी. उपरोक्त सर्व अटी/ शर्ती मान्य असतील, तर आपण अट क्रमांक ५ मधील सर्व कागदपत्रांची पूर्तता केल्यानंतर आपणांस पदस्थापना दिलेल्या ठिकाणी दिनांक **२८.१२.२०२३** रोजी किंवा तत्पुर्वी कामावर रुजू व्हावे अन्यथा विहित कालावधीत आपण हजर झाला नाही तर सदरचा आदेश रद्द समजला जाईल व त्यानंतर आपली व्यक्तीगत पातळीवरील कोणतीही सबब ऐकली जाणार नाही अगर कोणताही पत्रव्यवहार केला जाणार नाही याची नोंद घ्यावी.

आपला विश्वासू

(पांडुरंग औ. वेळापूरे)
सहाय्यक महाव्यवस्थापक (मासं)
बारामती परिमंडल, बारामती.

प्रत सादर :
१. अधीक्षक अभियंता, म.रा.वि.वि.कं.मर्या., मंडल कार्यालय, बारामती/सोलापुर/सातारा.
२. सहाय्यक महाव्यवस्थापक (मासं-भरती विभाग)
एक्स्टेला बॅट्रीज विस्तार इमारत, प्लाट नं.१, धारावी रोड, माटुंगा रोड, मुंबई,
३. सहाय्यक प्रशिक्षण निदेशक, शिशु प्रशिक्षण मंडल, सायन मुंबई.

प्रत रवाना :
कार्यकारी अभियंता, म.रा.वि.वि.कं.मर्या., विभागीय कार्यालय, कराड
------ यांना सूचित करणेत येते की, प्रशिक्षणार्थीचे विद्यावेतन हे आपल्या स्तरावर संबंधितास अदा करणेत यावे.

CLARIANT® FRAKO

In collaboration with Frako-Germany

Ref: HR/Recr/College Placement/Mar-23

Date: 06-06-2023

To,

Mr.Prathmesh Deshmukh
At Post : Kapil, Tal-Karad,
Dist- Satara-415124.

Dear Prathmesh,

This is with reference to your application and subsequent interview rounds with our senior management regarding your candidature with our Company.

We are pleased to appoint you as **Graduate Engineer Trainee** in our Company w.e.f. 15th June, 2023, on the following terms and conditions.

1. **Annual Compensation:**

a) Your Annual Compensation structure, i.e. the Cost to Company (CTC) is mentioned in Annexure 1 to this Offer Letter.

2. **Working Hours and Location:**

a) The working hours of the Company are from 10:30am to 6:30pm as per the current Company policy, with the working week being from Monday to Saturday each week.

b) However, you may have to make yourself available to the Company as per the work exigencies and requirements, without any additional compensation or benefits.

c) Further, in case of any requirements related to Working from Home, the same shall be approved only at the sole discretion of the Management and the Reporting Manager.

Clariant Power System Ltd. Pune

3. Date of Appointment:

a) Your date of joining the Company will be your official date of appointment, with all the necessary documentation being handed over by the HR Team on that date.

4. Training and Probation:

a) As per the Company Policy, you will be on a Training and Probationary period for a period of 18 months (01 Year Training + 06 Month Probation) from the date of joining. The said period can be extended or reduced at the sole discretion of the management of the Company.

b) At the end of the aforementioned period, if your work performance and overall contribution to the Company is found as per expectations, of which the management of the Company shall be sole judge, the Company may, but is not bound to, confirm your appointment.

c) However, until you are informed in writing that your services are confirmed, you shall continue to remain on probation, for such extended period as may be decided by the management.

d) During this period, your services can be terminated by giving one month's either side notice, or salary in lieu thereof to the Company of your intention to do so. If your services, during the Training and Probation period, are found to be unsatisfactory, of which the Company shall be the sole judge, your services can be terminated without any notice.

e) The total leaves allowed during such probationary period is a total of 12 days as per the Company policy during the Training and Probationary period, and in case you remain absent exceeding the aforementioned 12 days, you will not be paid your salary and other admissible allowances for the period of such leave. Also, the leave shall be taken only after express approval of your immediate superiors, otherwise the leave shall be void.

f) Further, you will also not be entitled to any deductions for the Provident Fund contribution in your probationary period and only a sum will be deducted from your remuneration for contribution towards Professional Tax payment.

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5. Confirmation:

a) At the end of the probationary period, if your services are found to be satisfactory, your appointment will be confirmed in writing.

b) After confirmation, your salary structure shall include a contribution to the Provident Fund and other benefits as per applicable Company Policy.

c) An increase in your salary will be reviewed periodically as per the Company Policy and the increments in the salary range will be on the basis of demonstrated results and the effectiveness of performance during the period of review.

d) Post confirmation, your notice period shall be for a period of three months from the date of resignation (resignation acceptance is critical from the management's side for the notice period to initiate), and the same can only be reduced at the sole discretion of the management of the Company.

e) However, the management may terminate your services by giving you one month's notice or salary in lieu thereof. Provided, however, that no notice or salary in lieu thereof will be required to be given in case your services are terminated for any misconduct or any disciplinary reasons.

f) Post confirmation, the existing leave policy of the Company shall be applicable to you.

6. Overall Responsibilities:

a) During the period of your employment and association with you, you shall devote your full time for the work allocated to you and you shall not undertake any part time employment, assignments, business or work, directly or indirectly honorary or for remuneration except with the written permission of the Company.

b) You shall be signing a Non-Disclosure Agreement (NDA) with the Company at the time of your joining and the provisions of the aforementioned NDA shall be applicable to you

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during the term of your employment with the Company and for a period of five years from your last day of working with the Company.

c) In case it is found out that you have not observed secrecy in respect of any technical, trade, business data, information or systems, existing programs or programs developed, software, inventions made by you or any other employee of the company, which you may acquire or come to knowledge while in employment, you shall be liable for penal actions as per the relevant clauses of the NDA as well as the discretion of the management.

d) Your services can be transferred at short notice to any of the existing or future department / branch office / establishment / division of the Company, with the terms of employment being decided by the management of the Company.

e) Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company policy.

f) You shall always endeavor to upgrade your skills, knowledge, expertise, from time to time and shall not refuse to undergo any training or program undertaken by Company or as directed by the Company for improvement or up-gradation of skills, services performance or such other things necessary for the growth of the Company.

g) In the event of the company sends you to any specialized training in India or abroad by incurring huge expenses, you shall be required to sign an agreement to serve the Company for the minimum stipulated period, upon completion of the said training. Failure to abide by the terms of the aforementioned agreement shall make you liable to pay entire amount of expenses incurred by the Company in this regard, in addition to any liquidated damages as may be prescribed in the agreement.

h) Being a Graduate Engineer Trainee, you will have to sign an agreement to serve a company for a minimum period of 2 years or any period as per the discretion of the management.

i) During your employment with us, you will not associate yourself with such activities as in the opinion of the Management will be harmful or detrimental to the interest of the company.

Clariant Power System Ltd. Pune

j) You will be governed by the rules and regulations of the Company and the standing orders which are in force and also by any additions and alteration that may be made thereto from time to time by the Management.

k) Your appointment is subject to your producing all the documentary evidence and certificates of your age and qualification as stated by you in the employment application form.

7. Conflict of Interest:

a) You will not seek a full time or part-time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.

8. Contract/Bond with Previous Employers:

a) It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.

9. Retirement / Termination:

a) Your appointment and its continuance is subject to your remaining medically (physically, mentally) fit.

b) You will be liable to retire from the services on completing the age of 58 years. However, it would be open for the company to determine the employment at any time in the event of your becoming, from any cause incapacitated, for a period longer than three months, and are not able to properly discharge (of which the company shall be sole judge) your duties.

c) If in the opinion of the Management, you are found to be guilty of breach of any of the above clauses, other rules and regulations, insubordination, gross negligence of duty, dishonesty or placing personal consideration above the Company's interest in any business dealing or involvement in any unlawful acts under any statute and if you

Clariant Power System Ltd. Pune

suppress any information from the Company or give false information to the Company, the Management can terminate you from the services forthwith.

d) Upon termination of your employment, you will have to return all documents, papers, tools, spares and any other articles / or copies thereof etc. relating to the affairs of the Company or any other material that you may have in your possession.

e) Your appointment is based on information, testimonials, documents submitted by you which you were required to submit while joining the employment or may be called upon to do so, subsequently.

f) All the correspondence, communications by the Company hereinafter shall be made either personally at workplace or at the residential address given by you, at one of the places at the discretion and convenience of the Company, should you change your residence, you shall forthwith inform the address in writing to the company.

10. Applicable Law and Jurisdiction:

a) The validity of this Employee Agreement, the construction of its terms and the determination of the rights and duties of the parties hereto shall be governed by and construed in accordance with the applicable Indian laws. The parties hereby consent to the jurisdiction of the courts of Pune and expressly waive any and all objections with respect to the same.

If you are agreeable to the aforesaid terms and conditions, please return the duplicate copy of this letter with your signature thereon signifying your acceptance.

We welcome you to the Clariant Family and trust we will have a long and mutually rewarding relationship association.

For Clariant Power System Ltd.

Clariant Power System Ltd. Pune

Soumitra B. Mujumdar

AVP - Operations

Registered Office: Clariant House, B-wing, Abhijit court 799/A, Bhandarkar Road Pune – 411004
CIN: U31501PN2013PLC149493
Phone: +912067332999; Email: sales@clariantindia.co.in; Website – www.clariantindia.co.in
Factory: Plot B-5-2, E-17-18-10 & E-17-18-10(2), MIDC Industrial Area, Bhosari, Pune - 411026

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In collaboration with Frako-Germany

CC: CMD / ADMIN

I have read and understood the terms and conditions and accept them fully.

Sign –

Name –

Date -

Registered Office: Clariant House, B-wing, Abhijit court 799/A, Bhandarkar Road Pune – 411004
CIN: U31501PN2013PLC149493
Phone: +912067332999; Email: sales@clariantindia.co.in; Website – www.clariantindia.co.in
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Annexure 1

Graduate Trainee Engineers		
Executive-Service/Projects/EMS-E1 Grade		
Date of Joining : 15th June 2023		
SN	Particulars	Amount (Rs.)
1	Basic Salary + Dearness Allowance	8,000.00
2	HRA	4,000.00
3	Conveyance Allowance	4,000.00
4	Education Allowance	2,000.00
5	Other Allowance	2,000.00
A	Gross Salary (Monthly)	20,000.00
B	Total CTC (Monthly)	20,000.00
C	Total CTC (Annual)	2,40,000.00
D	Annual Bonus	20,000.00
E	Performance Incentive	15,000.00
F	Total Annual Payout (C+D+E)	2,75,000.00

*Note:

1. Professional Tax Contribution and applicable Tax Deducted at Source will be deducted from the Gross Salary of the Employee.
2. Provident Fund applicability shall be initiated only after the confirmation of the Employee as per Company Policy
3. Annual Bonus shall be paid to the Employee as per the Management decision.

Clariant Power System Ltd. Pune

Accepted

Name and sign

Registered Office: Clariant House, B-wing, Abhijit court 799/A, Bhandarkar Road Pune – 411004
CIN: U31501PN2013PLC149493
Phone: +912067332999; Email: sales@clariantindia.co.in; Website – www.clariantindia.co.in
Factory: Plot B-5-2, E-17-18-10 & E-17-18-10(2), MIDC Industrial Area, Bhosari, Pune - 411026

OFFER LETTER

Date: 01 APRIL 2023

To
Mr. Amesh Anil Gadugale
A/P: Mhasoli,Karad,Satara,415111
Mob.No.:8329112063

Sub: Offer Letter

Dear **Amesh**,

We are pleased to offer you the post of Design Engineer based at Interview**.**

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

You will be on probation for six months.

This offer is subjected to background verification and medical fitness.

On acceptance of the terms of conditions as per this offer letter, you will be able to terminate your employment with the Company by giving one (1) month notice to the Company and vice versa. You shall not be eligible to avail leave during the notice period.

We welcome you to join the Company and would be happy if you can sign the duplicate copy of this letter in token of your acceptance of the offer of employment with the Company.

If you have any question, please clarify from the undersigned.

With regards,

POWER CONTROL ENGINEERS PVT. LTD. PUNE-23

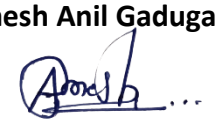
HR - Head

WORKS: 77/4, VISHNU MALATI INDUSTRIAL ESTATE, PUNE – 411023. TEL: 25291011, 25293244. FAX: 020-25290771
CIN U31900PN2021PTC203244 Email: info@powercontrolengg.com Website: www.powercontrolengg.com

I accept the aforesaid terms & conditions and this offer of employment. I shall keep the contents of this document confidential.

I will join on 15 April 2023

Name: **Amesh Anil Gadugale**

Signature: 

Date: 02 April 2023

WORKS: 77/4, VISHNU MALATI INDUSTRIAL ESTATE, PUNE – 411023. TEL: 25291011, 25293244. FAX: 020-25290771
CIN U31900PN2021PTC203244 Email: info@powercontrolengg.com Website: www.powercontrolengg.com

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Mr. Vinayak karande :7744910624, 8698979607 **PUNE, WAGHOLI.**

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Khed Shivapur,
Pune-412205
Email: response@matel.co.in
Web: www.matel.co.in

HR/MAR23/AL/01 01.03.2023

APPOINTMENT LETTER

Chetan Achare
C/O:Babaso Achare,Room No.32,
Rizwan Chawl,Kranti Nagar,
Bhandup East,Mumbai,Mumbai Suburban,
Maharashtra-400042

Dear Chetan,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **"Trainee Engineer"** with effect from **01.03.2023** on the following terms and conditions:

1. Your will be paid Gross Monthly Salary of **Rs.22,000**/- per month.

2. Necessary Statutory deductions will be done at source.

3. You will be under Training for the period of one year from the date of joining the organization. After successful completion of the training period, you will be given probation letter from our organization.

4. You will be on probation for a period of Six Months. The management may, if need be, extend this probation period. During the probation period, your services are liable to be terminated without notice and without assigning any reason. In the event of your resignation during the probation period you will be required to give 15 days' notice or salary in lieu. After successful completion of the probation period, you will be confirmed provided your services are satisfactory. However, unless and until a letter of confirmation is given, you will be deemed to be on probation.

5. During the tenure of this appointment, you will be bound by the rules and regulations of the company in force from time to time. You shall exclusively work for this company and shall not undertake any part-time or full-time assignment or work, with or without remuneration in any advisory capacity for any other concern.

6. Your initial positing will be at "Matel Motion and Energy Solutions- Khedshivapur" However, your services are liable to be transferred at the sole discretion of Management, in such other capacity as the company may determine to any department / section, location, associate, sister concern or subsidiary, at any place in India whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service application at the present placement location..

7. It is agreed that the company may from time to time add, modify or repeal any remuneration, benefit, facility that may have been extended to you on a review of the organization's functioning, finances and prospects and you shall be bound by the organization's decisions in this behalf.

8. You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in Annexure *A* Compensation will be governed by the rules of the Company on the subject, as application and/or amended hereafter. Salary revisions are discretionary and will be subject to and on the basis of effective performance and results.

9. Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
   Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in writing.

10. You will be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

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Factory & Office Address:
Survey No.326, Gauddara Road,
Khed Shivapur,
Pune-412205
Email: response@matel.co.in
Web: www.matel.co.in

11. You will maintain strict confidentiality of the information received by you on behalf of the company. You will not disclose the compensation and benefits received from the company (except where mandated by the government agencies) without the prior written consent from the company. During your employment period you may get exposed to company information which could be confidential in nature including user names & passwords, financial information, details of any research process, administrative and or organizational matters, contracts, employee information, client/vendor information; you may also get exposed to confidential employee information including their salaries, benefits, social security numbers, bank information etc. You will not disclose, duplicate or copy or use the above information for any purpose other than performance of your duties hereunder, and shall treat the same as confidential and proprietary.

12. The company shall reimburse all your reasonable expenses incurred in the performance of your duties as specified above upon submission of receipts. The laid down claims procedure must be followed you will be entitled for reimbursement of mobile phone expenses on actual per company policy.

13. If you conceive any new or advanced method of improving designs / processes / formulae / systems, etc in relation to the business / operations of the Company, such developments will be fully communicated to the company also the drawings, designs data, source code, program, any data related to development will be and remain the sole right of the Company. You will be required to maintain utmost secrecy in respect of Project documents commercial offer design documents Project cost & Estimation. Technology. Software packages license, Company's policy, Company's patterns & Trade Mark and Company's Human assets profile. Also the usage of personal USB Drives and CD ROMs are strictly prohibited within the organization. In any case. If you want any kind of data, inform the immediate superior authority and he/she will provide the same.

14. During the course of your employment with us, you are privy to information about clients, which is shared with us in strict confidence. In order to protect this confidentiality, in the event of your leaving the company, you shall not associate yourself, directly or indirectly, with any business of a competitive nature for a period of at least one year. Any failure on your part to observe these stipulations will render you liable for legal action apart from such other action that the Management may deem. You will also be required to sign the confidentiality agreement in due course.

15. After confirmation, your services may be terminated, by giving 60 days' notice or salary in lieu .The same should apply in the case of your leaving the company. You are to attend to your official duties during the 'notice period' of 60 days and the same cannot be adjusted against your leave entitlements, if any

16. This is subject to your being and remaining medically fit while working in the Matel Motion And Energy Solutions, If at any time 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 company shall be entitled to recover the damages from you.

17. While leaving the services of the company, you are to do a proper 'handing over' of charge to your immediate superior or such other person designated by the Management. You will be responsible to return the company property or assets allocated to you as it is during your employment in good and working condition.

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

With best wishes,

Yours sincerely,
For Matel Motion And Energy Solutions

Mahesh Toraskar
Director

MATEL MOTION AND ENERGY SOLUTIONS PVT. LTD.
PUNE 412205
INDIA

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MATEL
MOTION . ENERGY

Factory & Office Address:
Survey No 326, Gauddara Road,
Khed Shivapur,
Pune-412205
Email: response@matel.co.in
Web: www.matel.co.in

I accept the above terms and conditions of appointment.

Signature
Chetan Achare

Scanned with CamScanner

MATFLO

Factory & Office Address:
BH Chate English Medium High School, Gat No 487, Plot No. 01, Khedshivapur, Gaud Dara Road, Pune, Maharashtra 412205

HR/MAR23/AL/01

01.03.2023

APPOINTMENT LETTER

Pruthviraj Kumbhar
Mohare,Sangli,
Maharashtra-415405

Dear Pruthviraj,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **Trainee Engineer"** with effect from **01.03.2023** on the following terms and conditions:

1. Your will be paid Gross Monthly Salary of **Rs.22,000/-** per month.
2. Necessary Statutory deductions will be done at source.
3. You will be under Training for the period of one year from the date of joining the organization. After successful completion of the training period, you will be given probation letter from our organization.
4. You will be on probation for a period of Six Months. The management may, if need be, extend this probation period. During the probation period, your services are liable to be terminated without notice and without assigning any reason. In the event of your resignation during the probation period you will be required to give 15 days' notice or salary in lieu. After successful completion of the probation period, you will be confirmed provided your services are satisfactory. However, unless and until a letter of confirmation is given, you will be deemed to be on probation.
5. During the tenure of this appointment, you will be bound by the rules and regulations of the company in force from time to time. You shall exclusively work for this company and shall not undertake any part-time or full-time assignment or work, with or without remuneration in any advisory capacity for any other concern.
6. Your initial positing will be at "Matflo Solutions- Khedshivapur" However, your services are liable to be transferred at the sole discretion of Management, in such other capacity as the company may determine to any department / section, location, associate, sister concern or subsidiary, at any place in India whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service application at the present placement location.
7. It is agreed that the company may from time to time add, modify or repeal any remuneration, benefit, facility that may have been extended to you on a review of the organization's functioning, finances and prospects and you shall be bound by the organization's decisions in this behalf.
8. You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in Annexure "A" Compensation will be governed by the rules of the Company on the subject, as application and/or amended hereafter. Salary revisions are discretionary and will be subject to and on the basis of effective performance and results.
9. Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
10. Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in writing.
11. You will be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

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MATFLO
flow energy

Factory & Office Address:
BH Chate English Medium High School, Gat No 487, Plot No. 01, Khedshivapur, Gaud Dara Road, Pune, Maharashtra 412205

12. You will maintain strict confidentiality of the information received by you on behalf of the company. You will not disclose the compensation and benefits received from the company (except where mandated by the government agencies) without the prior written consent from the company. During your employment period you may get exposed to company information which could be confidential in nature including user names & passwords, financial information, details of any research process, administrative and or organizational matters, contracts, employee information, client/vendor information; you may also get exposed to confidential employee information including their salaries, benefits, social security numbers, bank information etc. You will not disclose, duplicate or copy or use the above information for any purpose other than performance of your duties hereunder, and shall treat the same as confidential and proprietary.

13. The company shall reimburse all your reasonable expenses incurred in the performance of your duties as specified above upon submission of receipts. The laid down claims procedure must be followed you will be entitled for reimbursement of mobile phone expenses on actual per company policy.

14. If you conceive any new or advanced method of improving designs / processes / formulae / systems, etc in relation to the business / operations of the Company, such developments will be fully communicated to the company also the drawings, designs data, source code, program, any data related to development will be and remain the sole right of the Company. You will be required to maintain utmost secrecy in respect of Project documents commercial offer design documents Project cost & Estimation. Technology Software packages license, Company's policy, Company's patterns & Trade Mark and Company's Human assets profile. Also the usage of personal USB Drives and CD ROMs are strictly prohibited within the organization. In any case. If you want any kind of data, inform the immediate superior authority and he/she will provide the same.

15. During the course of your employment with us, you are privy to information about clients, which is shared with us in strict confidence. In order to protect this confidentiality, in the event of your leaving the company, you shall not associate yourself, directly or indirectly, with any business of a competitive nature for a period of at least one year. Any failure on your part to observe these stipulations will render you liable for legal action apart from such other action that the Management may deem. You will also be required to sign the confidentiality agreement in due course.

16. After confirmation, your services may be terminated, by giving 60 days' notice or salary in lieu .The same should apply in the case of your leaving the company. You are to attend to your official duties during the 'notice period' of 60 days and the same cannot be adjusted against your leave entitlements, if any

17. This is subject to your being and remaining medically fit while working in the Matflo Solutions, If at any time 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 company shall be entitled to recover the damages from you.

18. While leaving the services of the company, you are to do a proper 'handing over' of charge to your immediate superior or such other person designated by the Management. You will be responsible to return the company property or assets allocated to you as it is during your employment in good and working condition.
Please sign and return the duplicate copy of this letter as a token of your acceptance.

With best wishes,

Yours sincerely,
For Matflo Solutions Pvt. Ltd.

MATFLO SOLUTIONS PRIVATE LIMITED ★ PUNE 412205 INDIA

Mahesh Toraskar
Director

MATFLO SOLUTIONS PRIVATE LIMITED

Regd. Office: Fl No 102 Rahul Towers Wing 3,
Pl No B S No 95 Busari Colony,
Kothrud, Pune 411038

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MATFLO
flow energy

Factory & Office Address:
BH Chate English Medium High School, Gat No 487, Plot No. 01, Khedshivapur, Gaud Dara Road, Pune, Maharashtra 412205

I accept the above terms and conditions of appointment.

Signature
Pruthviraj Kumbhar

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Factory & Office Address:
BH Chate English Medium High School, Gat No 487, Plot No. 01, Khedshivapur, Gaud Dara Road, Pune, Maharashtra 412205

Annexure A

Employee Name: Pruthviraj Kumbhar
Department: Production
Employee Code: 7016
Designation: Trainee Engineer

	Particulars	F.Y. 2022-23
1	**Monthly Components**	
	Basic	11,000
	House Rent Allowance	5,500
	Education Allowance	2,200
	Canteen Allowance	2,200
	Washing Allowance	1,100
	Monthly Gross Total	22,000
	Annual (1)	2,64,000
	Monthly Deductions	1,520
	Monthly Take Home	20,480
2	**Benefits**	
	LTA	-
	Mediclaim Insurance	5,020
	Monthly Total	418
	Annual (2)	5,020
3	**Retirals**	
	PF (12% of Basic)	1,320
	ESIC (3 25% of Gross)	-
	Gratuity (4 81% of Basic)	529
	Monthly Total	1,849
	Annual (3)	22,189
4	**Exgratia / Incentives/ Welfare**	
	Exgratia	10,996
	Performance Incentive	-
	Variable Pay	-
	Other	800
	Retention Bonus (One Time)	-
	Transport	-
	Monthly Total	983
	Annual (4)	11,796
5	Monthly CTC	25,250
	Annual CTC	3,03,005

Monthly Deductions

Particulars	F.Y. 2022-23
PF	1,320
ESIC	-
PT	200
Total	1,520

MATFLO SOLUTIONS PRIVATE LIMITED ★ PUNE 412205 INDIA

Authorised Signature

Place: Pune
Date:01-03-2023

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MATFLO

Factory & Office Address:
BH Chate English Medium High School, Gat No 487, Plot No. 01, Khedshivapur, Gaud Dara Road, Pune, Maharashtra 412205

HR/MAR23/AL/02

01.03.2023

APPOINTMENT LETTER

Amruta Chavan
Vahagaon,Tal-Karad,
VTC:Vahagaon,PO:Vahagaon,
District-Satara,
Maharashtra-415124

Dear Amruta,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **Trainee Engineer"** with effect from **01.03.2023** on the following terms and conditions:

1. Your will be paid Gross Monthly Salary of **Rs.22,000/- per month.**
2. Necessary Statutory deductions will be done at source.
3. You will be under Training for the period of one year from the date of joining the organization. After successful completion of the training period, you will be given probation letter from our organization.
4. You will be on probation for a period of Six Months. The management may, if need be, extend this probation period. During the probation period, your services are liable to be terminated without notice and without assigning any reason. In the event of your resignation during the probation period you will be required to give 15 days' notice or salary in lieu. After successful completion of the probation period, you will be confirmed provided your services are satisfactory. However, unless and until a letter of confirmation is given, you will be deemed to be on probation.
5. During the tenure of this appointment, you will be bound by the rules and regulations of the company in force from time to time. You shall exclusively work for this company and shall not undertake any part-time or full-time assignment or work, with or without remuneration in any advisory capacity for any other concern.
6. Your initial positing will be at "Matflo Solutions- Khedshivapur" However, your services are liable to be transferred at the sole discretion of Management, in such other capacity as the company may determine to any department / section, location, associate, sister concern or subsidiary, at any place in India whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service application at the present placement location.
7. It is agreed that the company may from time to time add, modify or repeal any remuneration, benefit, facility that may have been extended to you on a review of the organization's functioning, finances and prospects and you shall be bound by the organization's decisions in this behalf.
8. You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in Annexure *A* Compensation will be governed by the rules of the Company on the subject, as application and/or amended hereafter. Salary revisions are discretionary and will be subject to and on the basis of effective performance and results.
9. Absence for a continuous period of ten days without prior approval of your superior, (including overstay on leave / training would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
10. Leave: You will be eligible to the benefits of the Company's Leave Rules on your confirmation in writing.

11. You will be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

12. You will maintain strict confidentiality of the information received by you on behalf of the company. You will not disclose the compensation and benefits received from the company (except where mandated by the government agencies) without the prior written consent from the company. During your employment period you may get exposed to company information which could be confidential in nature including user names & passwords, financial information, details of any research process, administrative and or organizational matters, contracts, employee information, client/vendor information; you may also get exposed to confidential employee information including their salaries, benefits, social security numbers, bank information etc. You will not disclose, duplicate or copy or use the above information for any purpose other than performance of your duties hereunder, and shall treat the same as confidential and proprietary.

13. The company shall reimburse all your reasonable expenses incurred in the performance of your duties as specified above upon submission of receipts. The laid down claims procedure must be followed you will be entitled for reimbursement of mobile phone expenses on actual per company policy.

14. If you conceive any new or advanced method of improving designs / processes / formulae / systems, etc in relation to the business / operations of the Company, such developments will be fully communicated to the company also the drawings, designs data, source code, program, any data related to development will be and remain the sole right of the Company. You will be required to maintain utmost secrecy in respect of Project documents commercial offer design documents Project cost & Estimation. Technology. Software packages license, Company's policy, Company's patterns & Trade Mark and Company's Human assets profile. Also the usage of personal USB Drives and CD ROMs are strictly prohibited within the organization. In any case. If you want any kind of data, inform the immediate superior authority and he/she will provide the same.

15. During the course of your employment with us, you are privy to information about clients, which is shared with us in strict confidence. In order to protect this confidentiality, in the event of your leaving the company, you shall not associate yourself, directly or indirectly, with any business of a competitive nature for a period of at least one year. Any failure on your part to observe these stipulations will render you liable for legal action apart from such other action that the Management may deem. You will also be required to sign the confidentiality agreement in due course.

16. After confirmation, your services may be terminated, by giving 60 days' notice or salary in lieu .The same should apply in the case of your leaving the company. You are to attend to your official duties during the 'notice period' of 60 days and the same cannot be adjusted against your leave entitlements, if any

17. This is subject to your being and remaining medically fit while working in the Matflo Solutions, If at any time 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 company shall be entitled to recover the damages from you.

8. While leaving the services of the company, you are to do a proper 'handing over' of charge to your immediate superior or such other person designated by the Management. You will be responsible to return the company property or assets allocated to you as it is during your employment in good and working condition.

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

With best wishes,

MATFLO
flow.energy

Factory & Office Address:
BH Chate English Medium High School, Gat No 487, Plot No. 01, Khedshivapur, Gaud Dara Road, Pune, Maharashtra 412205

Yours sincerely,

For Matflo Solutions Pvt. Ltd.

Mahesh Toraskar
Director

MATFLO SOLUTIONS PRIVATE LIMITED
PUNE 412205
INDIA

I accept the above terms and conditions of appointment.

Signature
Amruta Chavan

Annexure A

Employee Name: Amruta Chavan **Employee Code:** 7017

Department: QA **Designation:** Trainee Engineer

	Particulars	F.Y. 2022-23
1	**Monthly Components**	
	Basic	11,000
	House Rent Allowance	5,500
	Education Allowance	2,200
	Canteen Allowance	2,200
	Washing Allowance	1,100
	Monthly Gross Total	22,000
	Annual (1)	2,64,000
	Monthly Deductions	1,520
	Monthly Take Home	20,480
2	**Benefits**	
	LTA	-
	Mediclaim Insurance	5,020
	Monthly Total	418
	Annual (2)	5,020
3	**Retirals**	
	PF (12% of Basic)	1,320
	ESIC (3.25% of Gross)	-
	Gratuity (4.81% of Basic)	529
	Monthly Total	1,849
	Annual (3)	22,189
4	**Exgratia / Incentives/ Welfare**	
	Exgratia	10,996
	Performance Incentive	-
	Variable Pay	-
	Other	800
	Retention Bonus (One Time)	-
	Transport	-
	Monthly Total	983
	Annual (4)	11,796
5	Monthly CTC	25,250
	Annual CTC	3,03,005

Monthly Deductions

Particulars	F.Y. 2022-23
PF	1,320
ESIC	-
PT	200
Total	1,520

MATFLO SOLUTIONS PRIVATE LIMITED ★ PUNE 412205 INDIA

Authorised Signature

Place: Pune Date:01-03-2023

SHACHI

Passion Powered Performance



Emp. Code	:	661
Name	:	Sagar Baburao Patil
Designation	:	Sr. Engineer
Department	:	Quality
Date of Joining	:	10 August 2023
Blood Group	:	B+

Authorised Signatory

Shachi Engineering Pvt. Ltd.
Gat No. 271, Sr. No. 38, A/Po. Bhare, Tal. Mulshi,
Pirangut, Dist.: Pune, Maharashtra, India - 412115.
Tel: +91-20-66546900
Web: www.shachiengineering.com

Reg.No.MH/4775/ (Satara) Est.:27/06/1996

DTE Code : EN 6466
University Code : 6466
MSBTE Code : 1215

SHREE SANTKRUPA SHIKSHAN SANSTHA'S

SHREE SANTKRUPA INSTITUTE OF ENGINEERING & TECHNOLOGY

Approved by AICTE New Delhi, DTE Mumbai & Affiliated to DBATU, Lonere and MSBTE, Mumbai

PRESIDENT
HON. DR. USHA A. JOHARI

SECRETARY
HON. MR. PRASUN A. JOHARI

PRINCIPAL
DR. SWANAND B. KULKARNI

Appointment Letters
2021-22

Shree Santkrupa Institute of Engg. & Tech. Ghogaon

Ghogaon, Tal: Karad, Dist: Satara, Pin: 415111 (Maharashtra), Ph. (02164)257309, 257050
Website: www.sietghogaon.org Email: ssletdegree@gmail.com, 1215principal@msbte.com

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ROHIT S. MOHITE

CIVIL ENGG.

A/P - Belawade Bk, Tal. Karad, Dist. Satara - 415 539.

Mob. +91 94046 53291

Appointment Letter

Date: 8.9.2022

To,

ADITYA SUDHIR PATIL

Dear Mr. ADITYA PATIL,

CONGRATULATIONS!

Consequent to your application, subsequent interview discussion you had with us,

We are pleased to appoint you as a Jr. Site Engineer in our firm w.e.f. 8th SEPT. 2022.. We welcome you to our pursuit of excellence.

As discussed, your Gross CTC will be 1,44,000 /- pa. all inclusive.

You will observe and adhere to all the rules and regulations of the firm, which will be in force time to time. We believe in ethical services to our clients and expect you to provide the same in your working profession. You will be liable to be posted on any work sites. Your current posting in Islampur..

You are required to join the service of company latest from 15th SEPT. 2022

We welcome you in our organization and wish you a long and prosperous career with us.

Rohit

रोहित सुरेश मोहिते
गव्हं. रजि. इंजि. & कॉन्ट्रॅक्टर
बेलवडे बु।; ता. कराड, जि. सातारा

PAWAR
CONSTRUCTION

Mr.Amit Prakash Pawar
BE. Civil.M.Tech (C.M.)
Z.P.Sangli & P.W.D
Registered Contractor
A./p.Kasegaon Tal.Walwa. Dist.Sangli
Mob.8308698699 III Email :amitppwr@gmail.com

Date- 19/11/ 2022

To,
Patil Akash
Subject – Appointment letter for Civil Engineer (Execution)

Dear Akash,

Congratulations, with reference to the discussions you had with us, we are pleased to appoint you as Civil Engineer (Execution) at Pawar Construction.

Your joining date shall be 25th November 2022 , For the said we shall be paying you salary Rs. 11,000/- P.M. (all Inc.) with probation period of 3 months from joining date. Your working hours shall be 9.30:00 a.m. to 5:30 p.m. Monday to Saturday 1:30 p.m. to 2:00 p.m. lunch break.

Terms & Conditions
• Please duly sign the copy of the appointment letter signifying your acceptance.
• Leave policy by order.
We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

With Best Wishes,
Pawar Construction,

(Amit Pawar)

AMIT PRAKASH PAWAR
B.E Civil: M.Tech.(C.M.)
Civil Engineer, & Govt. Contractor
Mob. 8308698699

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KALPANA ENGG. SERVICES

CIVIL ENGINEERS | CONTRACTORS | CONSULTANTS

Ref: KES/SI/3238/2023

Date: 16/01/2023

To,
PATIL SAHIL VITTHAL
AP- PACHUMBRI
BLOCK-SHIRALA
DIST-SANGLI
PIN-415410

We are pleased to inform you that you have been selected for the post of "Junior Consultant Engineer" on the following terms and conditions.

1. Your appointment as **"Junior Consultant Engineer"** is on a Contract basis for a period of **six (6) months**
2. You will draw a consolidated salary of **Rs. 22500/- (Rupees Twenty Two Thousand Five Hundred Only) per month**.
3. You will be on probation for a period of six months from the date of your joining, during which your services may be terminated anytime, without notice and without assigning any reason whatsoever. However, during this period, if you wish to leave the services of the Company you should give a minimum notice of one month. Otherwise, one month's salary is lieu thereof, shall be deducted.
4. During the period of your services with the Company, beyond the probation period, your service may be terminated by giving one (1) month's salary in lieu thereof. Likewise, if you would like to leave the services of the Company, you may do so by giving one (1) months' notice in writing or payment of one (1) month's salary to the Company
5. You will be entitled to casual leave of twelve days for every completed year of the service.

KALPANA ENGG. SERVICES NAVI MUMBAI

Haware Centurion, Off.No.F-09, First floor, Plot No.88-91,
Sector-19,Nerul, Seawoods(E), Navi Mumbai-400706
kalpanaenggservices15@gmail.com
sampatdesai15@gmail.com
© 022 27720331 | 09527034422

THE HOUSE OF
REAL ESTATE

Ref: THORE/HR/2022/51

20 May '2022

To,
Ms. Priyanka Nalwade,
Pune.

LETTER OF OFFER

Dear Priyanka,

This is reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of **"Relationship Executive- Pre Sales"** in our organization. Your CTC (Cost to company) including annual payments, reimbursements and benefits will be as discussed **(Fixed = INR. 1,56,000/- + Variable= 1,50,000/-)= 3,06,000/- per annum (Three Lakh Six Thousand Only)** per annum which shall be enclosed in appointment letter annexure B.

Kindly report for your duties on or before **1st June '2022 at 10.00 a.m.** We shall appreciate your confirmation of acceptance of the above letter.

The letter of appointment would be issued within one week of your joining, subject to satisfactory reference checks and completion of your joining formalities. You are requested to carry photo copies of the following documents on the date of joining:

1. Educational qualification certificate. (10th, 12th, Graduation, Post-Graduation)
2. Experience Certificates, Relieving letter or acceptance of your resignation letter from your present/previous employer and Last 3 months' salary slip.
3. Two photocopies of adhar card indicating name and permanent address.
4. Two photocopies of present address proof & Covid- 19 vaccination Certificate of 2nd Dose.
5. Two photocopies of the pancard and 2 latest passport size photographs
6. Medical fitness certificate & blood group certificate.

Note: Kindly carry all original documents for verification. All photocopies should be self-attested.
Kindly send us the duplicate copy duly signed by you, as a token of acceptance of our offer.
We as a Company looking for your services and Mutual beneficial growth along with us.
With Best Wishes.

For, The House Of Real Estate,

Mohite SM

Ms. Mohite S. M.
Head – Human Resource

I accept the offer as outlined above.

PNalwade

Ms. Priyanka Nalwade

All India Institute of Local Self-Government

Head Office:
M. N. Roy Human Development Campus, Behind Teachers' Colony, Near Uttar Bharatiya Sangh College, Bandra (E), Mumbai - 51
Tel: 86576 22550 / 51 / 52 / 54 | E-mail: dg@aiilsg.org | Website: www.aiilsg.org

Estd. 1926

Ranjit S. Chavan
President

Dr. Jairaj Phatak I.A.S. (Retd.)
Director General

AIILSG/Order/2022-2023/Pune-42

Date-25th August 2022

OFFICE ORDER

To,
Mr. Somnath Dada Shegar,

The undersigned is pleased to appoint you as Civil Engineer at All India Institute of Local Self Government (AIILSG), for Zilla Parishad Jal Jeevan Mission Project on contractual basis with effect from 25th August 2022.

The terms and conditions of your employment with the Institute will be as under.

1. The employment shall be purely on contractual basis for a period of 12 months from the date of joining and stands automatically terminated on the expiry of your tenure.

2. You are designated as Civil Engineer at AIILSG; however, your appointment will be flexible in respect of responsibilities considering the requirements of the job. On the date of your joining, you shall report to the Regional Director at AIILSG, Pune office.

3. You will obey all lawful orders of the AIILSG and the persons put in authority over you by the Institute, and will be required to carry out all the duties as entrusted to you by the Management of AIILSG from time to time. Your duties, hours of work, weekly offs and holidays including Sundays, shall be notified from time to time by the management.

4. You will be paid monthly consolidated emoluments of Rs.19,000/- (Rupees Nineteen Thousand only). TDS, Professional Tax and other statutory deductions, if applicable shall be made. You will not be entitled to any service benefits such as Gratuity, Ex-gratia, etc.

5. Your services are liable to be transferred to any other department, or establishment or Centres of the AIILSG anywhere in India.

6. You will maintain congenial atmosphere in your work-station and any complaints of misconduct, teasing, instigation of fellow employee will be acted upon with strict disciplinary action and immediate termination of this contract.

7. AIILSG strictly follows a zero tolerance policy on Sexual Exploitation and Abuse (SEA). You are automatically bound by this policy and shall abide by the same at all times. Any act on your part which the Director General at his sole discretion may consider as misconduct on this score shall render this contract liable for immediate termination. Such termination shall be in addition to any other punitive action under law that you may be liable for. In addition, in case you come across any incident involving AIILSG employee/associate/contractor at any time which is in violation of the SEA Policy, you shall report the same to the Regional Head/Centre Head immediately.

PAWAR
CONSTRUCTION

Mr.Amit Prakash Pawar
BE. Civil,M.Tech (C.M.)
Z.P.Sangli & P.W.D.
Registered Contractor
A./p.Kasegaon Tal.Walwa, Dist.Sangli
Mob.8308698699 III Email :amitppwr@gmail.com

Date- 1/10/ 2021

To,
GHODE ANIKET
Subject – Appointment letter for Civil Engineer (Execution)

Dear Aniket,

Congratulations, with reference to the discussions you had with us, we are pleased to appoint you as Civil Engineer (Execution) at Pawar Construction.

Your joining date shall be 6th October 2021 (Wednesday), For the said we shall be paying you salary Rs. 12,000/- P.M. (all Inc.) with probation period of 3 months from joining date. Your working hours shall be 9.30:00 a.m. to 5:30 p.m. Monday to Saturday 1:30 p.m. to 2:00 p.m. lunch break.

Terms & Conditions
- Please duly sign the copy of the appointment letter signifying your acceptance.
- Leave policy by order.

We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

With Best Wishes,
Pawar Construction,

(Amit Pawar)

AMIT PRAKASH PAWAR
B.E. Civil; M.Tech.(C.M.)
Civil Engineer, & Govt. Contractor
Mob. 8308698699

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ROHIT S. MOHITE

CIVIL ENGG.

A/P - Belawade Bk, Tal. Karad, Dist. Satara - 415 539.

Mob. +91 94046 53291

Appointment Letter

Date: 8.9.2022

To,

ABHISHEK SUNIL KELUSKAR

Dear Mr. ABHISHEK KELUSKAR,

CONGRATULATIONS!

Consequent to your application, subsequent interview discussion you had with us,

We are pleased to appoint you as a Jr. Site Engineer in our firm w.e.f. 8th SEPT. 2022. We welcome you to our pursuit of excellence.

As discussed, your Gross CTC will be 1,44,000 /- pa. all inclusive.

You will observe and adhere to all the rules and regulations of the firm, which will be in force time to time. We believe in ethical services to our clients and expect you to provide the same in your working profession. You will be liable to be posted on any work sites. Your current posting in Karad.

You are required to join the service of company latest from 15th SEPT. 2022

We welcome you in our organization and wish you a long and prosperous career with us.

Rohit

रोहित सुरेश मोहिते
गव्ह. रजि. इंजि. & कॉन्ट्रॅक्टर
बेलवडे बु., पो. करांडे, जि. सातारा
मो. 9168612139

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MAESTRO CONSTRUCTION
ENGINEERS & CONTRACTORS

Date:-10th February 2022
Prathmesh Patil,
Navranta chs, Sector 8,
B1,Room no-16,
Sanpada.

Appointment Letter

Dear Prathmesh,

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

Further to our discussion, we are pleased to offer you the position of **Jr. Site Engineer** in our organisation. This appointment is effective from **15 February 2022**.

You will be under the probation period for first 6 months and any leave 'taken during this period will result in deduction from your salary. The notice period during probation period is 1 month.

You will be abided by the rules & regulation of the organisation, which will be amended by the management as required.

The allowances, benefits, bonus, increment and other terms & conditions of your employment will be as per the company policies, which will be revised at regular interval.

Your annual compensation break-up is attached with this letter and it include the bonus component, which will be paid annually, provided you are an active employee of the company on pay out date.

We firmly believe that your contribution will take us further in our journey growth Journey. We assure you of our support for your professional growth & development.

Thanking You

Yours faithfully

"This is a computer-generated appointment letter and requires no physical signature or stamp"

GST NO- 27ABRFM2304D1ZG

M/S, SINGHAL & BROTHERS, 86/646 MHB COLONY DINDOSI NAGAR MALAD – EAST MUMBAI – 400 097
Tel: 9167261154 / 9026659509 Email: maestroconst2021@gmail.com

UNIQUE REHAB PVT. LTD.

BUSINESS MIND, SOLDIERS HEART

REF: - LOA/AP/230323

Dated – 23/03/2023

Mr. ABHIJIT U. SALUNKHE
SS-II/728, Sector-07,
Koparkhaine,
Navi Mumbai 400709

Mobile No. : 7066242535

Sub: Letter of Appointment

Dear Mr. ABHIJIT U. SALUNKHE

With reference of your resume and interview with us, we are pleased to appoint you as **SITE ENGINEER** in our organization with effect from 23rd February 2023. A Monthly salary of Rs.13000/- (Rs. Thirteen Thousand Only) per month Cost to Company (C to C). Including travelling and all. Appointment is subject to following terms and conditions.

Terms & Conditions:

1. You will be on probation period for Six months from date of joining of the duty. On successful completion of probation period & satisfactory review, you will be confirmed if your work, suitability and attitude are found satisfactory.

2. You will be governed by the service conditions and rules and regulations of the company that are in force from time to time.

3. Your employment shall be subject to your undertaking that while in our service you shall not engage yourself in any other work or carry out any other assignment with any other party.

4. Laptop or any such things given by company is to be handed over to office at any time as a need by office.

5. All reporting as per company requirement is to be updated on daily basis. If same found to be not maintained on regular basis, fine to be implied by company as per company's norms.

6. All material delivered at site will be your responsibility. Any damage /wastage is to be reported to office. Further any material and machinery etc., delivered on site if found missing equivalent amount will be debited from salary.

Tel.: 91-22 2560 0102 / 03
unique_rpl@yahoo.co.in

330, Avior Corporate Park, Nirmal Galaxy,
Opposite Johnson and Johnson, LBS Marg,
Mulund West, Mumbai - 400 080

CIN: U45200MH1986PTC039813

ARKADE DEVELOPERS PVT. LTD.
The future is now

16th January, 2023

Omkar Lohar
Somabudhya Chawl,
Jay Prakash Nagar,
Giregaon E,
Mumbai - 400063

Sub: Appointment Letter

Dear Omkar,

Based on your application and subsequent interview with us, Management is pleased to appoint you as **'Trainee Engineer – Projects'**. Your terms & conditions of appointment are as appended below:-

Your date of joining is with effect from **16th January, 2023.**

Your annual compensation (CTC) is **Rs. 1,95,000/- (One Lakhs Ninety Five Thousand Only)** the detailed breakup is as per the attached "Annexure I". Any statutory deduction will be deducted from Salary as per the prevailing rules.

1. You will be on probation period for 6 months from the date of joining. During the probation period, Company will review your performance and on satisfactory completion of probation period your appointment will be confirmed in writing. Your probation period may be extended or reduced, at the absolute discretion of the Management. The Management has the option to terminate your employment with immediate effect during probation period without assigning any reason and compensation.

2. You will be eligible for privilege leave as per the Company's policy.

3. Your duties will be such as may be assigned to you by the Management from time to time. The management at its sole discretion may transfer you to any location or department, anywhere in India. Further your services can also be lent or transferred to a subsidiary or associated Company.

4. Throughout the period of your employment with the organization, you will devote full time and attention exclusively to your duties assigned by your superiors and shall not, without prior consent of the company engage yourself directly or indirectly in any trade, business occupation or employment services by whatever named called.

5. Throughout the services with the company you shall conduct yourself in a manner befitting a responsible member of the management staff, failing which, the Management reserves the right to terminate your services forthwith without any compensation or salary in lieu of notice.

Shanti Construction

504,RAMASHIKHAR APPT,SAMA,SAVALI ROAD,VEMALIVILLAGEVADODRA

Date: 17th-01-2023

Ref:SC/CF/05/2023/018

To,
Mr. Pravin Shewale

Offer Letter

Dear Pravin,

This is with the reference to your interview held on **13st-Jan- 2023** and subsequent result for the same;we are pleased to offer you the position of **Junior Engineer Billing & Planning** at Karnataka koppal, in our Organization.

The details of the salary breakup will be given to you at the time of joining. Your formal appointment letter will be issued to you within successful completion of a week period.

We expect you to join us on or before **01-Feb-2023** beyond which this offer stands cancelled. Please note that, this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter.

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.
Your current Salary Will be **29,000 Rs** per month As we Deside

On the date of your joining, we are requesting you to bring following documents:
1. Application Form(duly filled at Site Office)
2. PAN card and Aadhar Card
3. Copies of Educational Certificates
4. Relieving certificate from the previous employer
5. Appointment letter of the previous employer and salary revision letters
6. Last three month's Salary Slip of the previous employer
7. Form 16(TDS certificate)
8. 3 latest Passport Size photographs
9. An updated Curriculum Vitae
10. Cancelled Bank Cheque

This Offer of Employment is subject to receipt of satisfactory references and acceptance of all Company Rules & Regulations.

We hope that you find this offer acceptable and look forward to welcoming you in Shanti C Family.

Thanking you,



SHILP R.C.C.DESIGNERS

Near D-Mart,
Pune-Bangalore Highway,
Vishvadarshan Colony, Malkapur, Tal-Karad, Dist-Satara,
Mob.No.-7020771583 / 8458006006.
Mail – shilp01karad@gmail.com

Date: 12/01/2023.

To ,

Ms. Pradnya Thorat.

Offer Letter

Dear Pradnya ,

We are pleased to offer you the position of Junior Engineer Billing, Planning & Drafting at Shilp R.C.C designers. We feel confident that you will contribute your skills & experience towards the growth of our organization.

As per the discussion, Your starting date will be on 13/01/2023. Please find the employee handbook enclosed herewith contains the medical & retirement benefits offered by our organizations.

Your current Salary will be 6,000 Rs per month as we deside.

Please confirm your acceptance of this offer by signing & returning the copy of this offer letter.

We look forward to welcoming you in Shilp R.C.C. Designers Family.

Thanking you ,

Structural Engineer

Mr.Suraj S. Patil ,

M.Tech Structural Engineer.

Shilp
R.C.C. Designer's, Planner's,
Developer's & Govt. Contractor's
E-mail : shilp01karad@gmail.com

AVEENSTRA
Technical Services Pvt. Ltd.
Technology is Everywhere Hence Aveenstra

AVEENSTRA TECHNICAL SERVICES PVT. LTD.

Office No. 427, **Address Commercia Complex,**
Near Wakad Hinjewadi Bridge, Wakad, Pune - 411057.

+91 8421834595 info@avenstra.co.in www.avenstra.co.in

OFFER LETTER **Date: 26/07/2023**

Employee Name: PRASAD BABASO KATLE
Address:- At Post Katlewadi, Tal.- Shahuwadi, Dis.- Kolhapur
Maharashtra, 416205

Dear Prasad,

This letter is to offer you a position with the Company. It is with great pleasure that we offer you the position of **Junior Site Engineer**. You will be based in Pune and report to the **Mr. Suraj Dnyandev Amrao (GM Civil Operation)** position title. Your place of work will be "Pune". Based on your capabilities and accomplishments, I believe that your talents will not only benefit Company name but also that our mutual relationship will assist you in reaching your personal and professional goals.

The full time employment offer shell be with effect from **03rd August 2023 (Thursday)** and you will be need to join on the said date at the below mentioned address. Your compensation will be Rs. **17,000** INR Per Month In hand. Per annual **2,04,000** INR & **CTC is 2,25,318 INR.** Your compensation will also Casual, Sick and Privilege leave and other benefits as per corporate policy.

Office No 427 Address Commercia Complex Wakad Hinjewadi Bridge
Wakad Pune 411057 (Landmark : Near Wakad Bridge)
Office Time : 09:00 AM to 06:00 PM
Weekly Off : Sunday s

I am anticipating that you will accept this **offer by Date 26/07/2023**. Upon joining you will be required to sign an "Employment Agreement". You will also be required to submit the following documents on the date of your reporting:

a. Copy of PAN Card
b. Adhar card
c. Two passport-sized photographs.
d. Experience Certificate
e. Degree Certificate

You will be on probation for **Three months** from the date of your joining. Your services will be confirmed in writing after the successful completion of your probation period. The probation period may be extended if your performance does not expectations.

AVEENSTRA TECHNICAL SERVICES PVT. LTD.
Office No. 427, **Address Commercia Complex,**
Near Wakad Hinjewadi Bridge, Wakad, Pune - 411057.
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+91 8421834595 info@avenstra.co.in www.avenstra.co.in

After the completion of your probationary period, you are a permanent employee of the company. In case of resignation from services after the probationary period, you shall serve **Three months** notice period. if you are without any information missing from the office for more than 3 days so you will be counted as an absconded employee. And your services can be terminated in lieu thereof.

After resigning from AVEENSTRA, you cannot work with the clients and vendors of this company for 2 years. If you do this then legal action will be taken against you by the company.

Please indicate your acceptance of this offer by signing one copy of this letter in the space provided below. The additional copy is for your files.
Prasad Babaso Katle, I am eagerly looking forward to having you join our team. Should you have any questions, please do not hesitate to contact me.

Sincerely:

For Company Name: AVEENSTRA TECHNICAL SERVICES PVT LTD
Name of concerned person: Anjlee Chadar
Title: Human Resource & Admin Manager

Anjlee 03/08/23

AVEENSTRA TECHNICAL SERVICES PVT LTD PUNE

Name of Reporting Manager: Mr. Suraj Dnyandev Amrao
Title: GM Civil Operation

03/08/23

I accept this action as outlined above and confirm that my start date is:

Signature:

Name: Prasad Babaso Katle

Date: 03-08-2023

AVEENSTRA TECHNICAL SERVICES PVT. LTD.
Office No. 427, **Address Commercia Complex,**
Near Wakad Hinjewadi Bridge, Wakad, Pune - 411057.
AVEENSTRA
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info@avenstra.co.in
www.avenstra.co.in

COMPENSATION LETTER

The Employee shall be entitled to receive compensation following the terms outlined in this Compensation Letter for all the services of every nature rendered and to be rendered by the Employee in connection with his employment with the Company as laid down in this Agreement in India. The Employee shall be bound by the terms and conditions outlined in this Agreement

AVEENSTRA TECHNICAL SERVICES PVT LTD

CTC Breakup (Without PF)

Name Of Employee :	Prasad Babaso Katle		
Designation	Junior Site Engineer		
Level			
Date of Joining :	03 August 2023		
Sr. No.	**Particulars**	**Amount (Monthly)**	**Amount (Yearly)**
1	Basic Salary	10200	122400
2	House Rent Allowance	3400	40800
3	Other Allowance	3400	40800
4	Fuel allowance	-	-
Monthly Gross		**17000**	**204000**
6	ESIC (Employer Contribution)	552.5	6630
7	Leave Travel Allowance	-	-
8	Provident Fund (Employer Contribution)	1224	14688
Annual Gross			
9	Gratuity (Payable after 5 years service)	-	-
Cost to Company		**18776.5**	**225313**

* Provident Fund (PF) (1224 INR), and Professional Tax (PT) (200 INR) deductions will be debited from your monthly gross salary.

Er.Suraj S. Patil,
M.Tech. (Structures)
(Structural Consultant)

SHILP R.C.C.DESIGNERS,
Near D-Mart, Pune-Bangalore Highway, Vishvadarshan Colony,Malkapur, Karad.
Mob.No : 7020771583 / 8458006006, Mail : shilp01karad@gmail.com

---

Date: 20/07/2022.

To,

Mr.Ajay Balaso Bhongale.

Offer Letter

Dear ,

We are pleased to offer you the position of **Site Engineer** at **Shilp R.C.C designers**. We feel confident that you will contribute your skills & experience towards the growth of our organization.

As per the discussion, Your starting date will be on **22/07/2022**. Please find the employee handbook enclosed herewith contains the medical & retirement benefits offered by our organizations.

Your current Salary will be **10,000 Rs** per month as we deside.

Please confirm your acceptance of this offer by signing & returning the copy of this offer letter.

We look forward to welcoming you in **Shilp R.C.C. Designers Family**.

Thanking you ,

Shilp
R.C.C. Designer's, Planner's,
Developer's & Govt. Contractor's
E-mail : shilp01karad@gmail.com

Name & Signature of the Structural Engineer

Er.Suraj.S.Patil ,

M.Tech.(Structural Engineer),

Er.Suraj S. Patil,
M.Tech. (Structures)
(Structural Consultant)

SHILP R.C.C.DESIGNERS,
Near D-Mart, Pune-Bangalore Highway, Vishvadarshan Colony,Malkapur, Karad.
Mob.No : 7020771583 / 8458006006, Mail : shilp01karad@gmail.com

Date: 20/07/2022.

To,

Mr.Prathamesh Krishna Desai.

Offer Letter

Dear ,

We are pleased to offer you the position of **Site Engineer** at **Shilp R.C.C designers**. We feel confident that you will contribute your skills & experience towards the growth of our organization.

As per the discussion, Your starting date will be on **22/07/2022**. Please find the employee handbook enclosed herewith contains the medical & retirement benefits offered by our organizations.

Your current Salary will be **10,000 Rs** per month as we deside.

Please confirm your acceptance of this offer by signing & returning the copy of this offer letter.

We look forward to welcoming you in **Shilp R.C.C. Designers Family**.

Thanking you ,

Shilp
R.C.C. Designer's, Planner's,
Developer's & Govt. Contractor's
E-mail : shilp01karad@gmail.com

Name & Signature of the Structural Engineer

Er.Suraj.S.Patil ,

M.Tech.(Structural Engineer),

PAWAR
CONSTRUCTION

Mr.Amit Prakash Pawar
BE. Civil,M.Tech
IZ P.Sangli & P.W.D
Registered Contractor
A./p.Kasegaon Tal.Walwa, Dist.Sangli
Mob.8308698699 III Email :amitppwr@gmail.com

Date- 12/9/ 2022

To,
Yadav Tejas
Subject – Appointment letter for Civil Engineer (Execution)

Dear Tejas,

Congratulations, with reference to the discussions you had with us, we are pleased to appoint you as Civil Engineer (Execution) at Pawar Construction.

Your joining date shall be 19th September 2021 (Monday), For the said we shall be paying you salary Rs. 12,000/- P.M. (all Inc.) with probation period of 3 months from joining date. Your working hours shall be 9.30:00 a.m. to 5:30 p.m. Monday to Saturday 1:30 p.m. to 2:00 p.m. lunch break.

Terms & Conditions
• Please duly sign the copy of the appointment letter signifying your acceptance.
• Leave policy by order.
We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

With Best Wishes,
Pawar Construction,

(Amit Pawar)

AMIT PRAKASH PAWAR
B.E. Civil: M.Tech.(C.M.)
Civil Engineer & Govt. Contractor
Mob. 8308698699

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Offer: Computer Consultancy
Ref: TCSL/DT20218378701/Pune
Date: 13/11/2021

Mr. Ajinkya Rajesh Jadhav
At Ane, Post Yenake, Tal. Karad, Dist. Satara,
Near Jotiba Mandir,
Karad-415103,
Maharashtra.
Tel# -

Dear Ajinkya Rajesh Jadhav,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE
You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES
You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. **Training Period**
You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

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

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time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Ajinkya Rajesh Jadhav**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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Principal Global Services Pvt. Ltd.,
(A Member Company of Principal Financial Group, USA)
Tower 16, Cybercity, Magarpatta City,
Hadapsar, Pune - 411013, India
Tel.: +91 020 6621 4000
http://www.principal.com

December 6, 2022

Bharati Patil
Room No:604, Floor No:06, Plot No:28, Skyline Heights,
Sector 5A, Karanjade, New Panvel,
Navi Mumbai, MH 410206

Dear Bharati,

We are pleased to extend you an offer to join Principal Global Services Private Limited ("Company"), a Principal Financial Group Company. The Principal Financial Group is a fortune 500 Company and we are glad you will be contributing to our on going success. We have a great deal of challenging work ahead and each of the leaders you have interacted with recognizes your ability to contribute to our endeavors.

Following are the terms of the offer:

Appointment

You shall be designated as Trainee Analyst of the Company. In this role, you shall be based at our Pune facility and if required you, may be asked to provide services to any of its associated companies within or outside India. Your appointment is subject to successfully completion of current degree, awarded in the current academic year without any standing backlogs, accuracy of your testimonials and information provided by you, you are being free from any contractual restrictions preventing you from accepting the offer and starting work from the aforesaid date and positive reference check of the antecedents provided by you. This appointment letter is valid upon joining the Company on or before
December 15, 2022 after which it shall stand revoked. Following are the details of your employment.

1. **Remuneration**

Designation	Trainee - Analyst
Title	Trainee Engineer
Tier	T01
Total CTC (cost to company)	₹800,000.00/ANNUAL

Your Fixed Compensation will be ₹727,273.00 In addition, you will also be eligible for a qualifying discretionary target variable pay of ₹72,727.00 for the period January to December on pro-rata basis.

Signed by Bharati Patil | bharatipatil26899@gmail.com | 7 December, 2022 12:14:37 PM IST | 110.224.127.96

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This variable pay is based on Individual performance. You should be on the rolls of the Company on the date of disbursement of the variable pay. Details of the scheme, including how awards are determined, would be provided to you after joining. Performance pay could range from 0 to 150% of the target amount.

1. Your fixed salary will not be further grossed up for taxes and employer's contribution to Provident Fund, Gratuity, Professional tax, ESI contribution etc.
2. PGS follows calendar year i.e. January to December for purpose of performance assessment. Your performance will be assessed for one year from your date of joining. You will be eligible for salary revision from the date, you are completing one year from date of joining basis your performance. Your salary structure can be changed as per the company's pay structure anytime during the year at the discretion of the management.
3. Considering changing tax laws, the Company reserves the right to restructure the components of your salary in manner that your gross salary is protected.

2. Probation:

You would be on probation cum training period of twelve months from the date of joining. On satisfactory completion of twelve months' probation, trainee will be deemed confirmed in the company, however Company has right to extend the probation period in case of unsatisfactory performance with intimation to the trainee.

3. Policy and Benefits

You will be covered under company benefit programs. The information about the benefits is available on company intranet.

All company policies and programs are uploaded on company intranet, you are required to read and adhere to it.

4. Hours of Work:

1. Principal Global Services practices a 45 hour work week across 5 working days.
2. You would accrue 18 Paid Leaves, 8 Casual Leaves and 10 Festive holidays (including 4 days of National holidays) in a year on pro-rata basis as per your date of joining the company. In order to support 24 x 7 operations model you may be required to work on a statutory holiday, for which, you would be allowed a holiday, in lieu along with other benefits as per Company policy.
3. Your actual work hours and shift may vary from time to time based on business and
4. Customer service requirements. You will be advised about your working hours, break period and weekly rest days by your supervisor, leader or HR department.

Signed by Bharati Patil | bharatipatil26899@gmail.com | 7 December, 2022 12:14:37 PM IST | 110.224.127.96

5. You may be required to invest additional hours of work when necessitated by business.

5. Code of Conduct:

1. You shall at all the times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
2. In order to generate 'mutual respect', you should respect all individual irrespective of their caste, age, sex, level etc.
3. You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.
4. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the Company. This information includes and is not limited to trade secrets, technical processes, and finances, information relating to suppliers, employees, agents, distributors and customers.
5. You shall not, during your employment or at any time there after, directly or indirectly divulge, disclose, make known, communicate use, disclose to any persons, firm, company or concerns Company's secret, proprietary and/or confidential or any other information which you may acquire receive or obtain in relation to the Company's affairs or to the working of any process or any invention which is carried on or used by the Company or any other matter which may come to your knowledge in the course of or by the reason of your employment with the Company except for the sole benefit of the Company. Provided that, in the event and to the extent it is required by law, you shall, prior to disclosing the same to the appropriate authorities, give the company sufficient days prior notice of the same to the extent possible. This restriction does not apply to information available in public domain.
6. You shall not take copies of confidential documents or information for your own purposes, and forthwith upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
7. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone other than your Manager and appropriate HR personnel. Failing to which strict action can be taken by the company.
8. You shall not engage in any business as principal/ agent or otherwise. Meaning thereby, you will not indulge into dual employment while employed with the Company.

Signed by Bharati Patil | bharatipatil26899@gmail.com | 7 December, 2022 12:14:37 PM IST | 110.224.127.96

You may however, undertake honorary work of social or charitable nature, literacy, artistic, or scientific character after express written permission from competent authority of the Company.

9. Your employment with the Company may be terminated at any time without cause upon giving you 90 days notice or 90 days gross salary in lieu thereof. This provision will not apply in cases of termination for cause (as determined by the Company), death or long-term disability, or during your probationary period.
10. You will promptly return to the Company upon termination of employment all documents and other materials developed for or otherwise belongings to the Company or its associates and all copies and materials shall remain the exclusive property of PGS.
11. You will be bound by code of conduct and all other rules, regulations policies and orders issued by the Company from time to time as if these et al, were part of this contract of appointment.
12. You understand that a breach of the Code of conduct can put the Company at substantial risk and every employee is accountable for his own behavior. Failure to follow the Code will result in appropriate disciplinary action, up to and including termination of employment or relationship with the Company.

6. Arbitration and Jurisdiction

Company or an employee shall use best efforts to settle amicably all disputes arising between them out of or about this agreement.

If any dispute, difference, question or disagreement arising, at any time before or after completion or premature termination of services, cannot be settled amicably within thirty (30) days the same shall be decided by the arbitrator to be mutually appointed by Company and an employee.

The arbitration proceeding under this clause will be in accordance with the provisions of the Arbitration and Conciliation Act, 1996 and any statutory modifications or re-enactment in lieu thereof. The venue of the arbitration shall be Pune and cost of the arbitration will be half borne equally by Company and an employee.

Subject to other terms of this agreement including other appendices, and all matters relating to this shall be governed by, and interpreted and construed exclusively in accordance with the Indian Law and the courts of Pune shall have exclusive jurisdiction over all matters, disputes which may arise about this or otherwise arising out of this agreement.

Signed by Bharati Patil | bharatipatil26899@gmail.com | 7 December, 2022 12:14:37 PM IST | 110.224.127.96

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7. Termination of Employment:

For initial three (3) months either the Company or an employee may at any time terminate the employment agreement by giving thirty (30) days' notice or if acceptable to the BU Head, a sum equal to the amount or prorated amount of gross salary which would have accrued to the employee during the period of notice. Post completion of three (3) months either the Company or an employee may at any time terminate the employment agreement by giving ninety (90) days' notice or if acceptable to the BU Head, a sum equal to the amount or prorated amount of gross salary which would have accrued to the employee during the period of notice. You shall retire from the employment of the Company on your 60th birthday.

Your employment with the Company may be terminated at any time without cause upon giving you notice as per your employment agreement or compensating for said period by gross salary in lieu thereof. This provision will not apply in cases of termination for cause (as determined by the Company), death or long term disability, or during your probationary period.

We welcome you and wish you every success in your career with Principal Global Services Private Limited, a promising venture that will provide you a challenging and a rewarding professional environment with ample opportunities for career development. We look forward to your long association with Principal Global Services.
You are requested to join us on or before December 15, 2022. Please do not hesitate to connect with us for any clarifications.

Yours Sincerely,
Principal Global Services Private Limited.

Manish Tripathi
Associate Director - Talent Acquisition

I accept the offer on stipulated terms & conditions and shall join duty on or before _____ (DD/MM/YYYY)

Name _____

Signature _____

Signed by Bharati Patil | bharatipatil26899@gmail.com | 7 December, 2022 12:14:37 PM IST | 110.224.127.96

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Annexure: A

Name: Bharati Patil

Business Unit: IT **Title:** Trainee Engineer

Designation: Trainee - Analyst **Tier:** T01

Annual Compensation

Total CTC (CTC + Variable Pay)	₹800,000.00/ANNUAL
Cost to Company (CTC)	₹727,273.00
Variable Pay	₹72,727.00

Components	Option 1 INR/Annum	Option 2 INR/Annum
Basic Salary	254546	254546
HRA	101818	101818
Flex Basket	328119	337065
Employer Contribution to PF	30546	21600
Gratuity	12244	12244
Cost to company (CTC)	727273	727273
Variable Pay	72727	72727
Total CTC (CTC + Variable Pay)	**800000**	**800000**

Please note that this offer is valid for seven days from the date of receipt. You will need to formally accept the offer within this time on our job portal.

Once you accept the offer, the background verification check link will be sent to your personal email id along with log in credential. You must fill up the necessary information and upload required documents on the background verification portal.

* You will have a choice to go for either minimum provident fund or standard (12% of basic) contribution.

Signed by Bharati Patil | bharatipatil26899@gmail.com | 7 December, 2022 12:14:37 PM IST | 110.224.127.96

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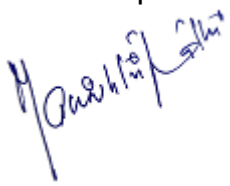
Note:

1. Gratuity is payable on separation after completion of continuous service of period 2 years as per the Company's Gratuity Scheme and Payment of Gratuity Act.
2. Gross Salary definition: Sum of Basic Salary, HRA and Flexible benefit.
3. All applicable taxes would be deducted at source.
4. Employee and his/her dependents will be covered as per company policy under Group Mediclaim Insurance (Dependents – Spouse, 2 children and parents/Parents in law)
5. Free pick up and drop facility.

On the day of joining you are requested to carry along the originals and copies of following document.
HR will verify self-attested copies and return the original to you.

1. Copy of your relieving letter from your most recent employer.
2. Copy of experience letter from all your previous employers, if any.
3. Documentation supporting your Educational Qualification (Graduation onwards).
4. Proof of CTC (Copy of offer letter or increment letter of the previous employer).
5. Photocopy of your passport, PAN card and Aadhar card.
6. Three color copies of recent photographs.
7. Proof of current residential address.
8. Blood Group Report.

For Principal Global Services Pvt. Ltd.



Manish Tripathi
Associate Director - Talent Acquisition

I agree to terms and conditions

Signature _____
Name _____
Date(DD/MM/YYYY) _____

Confidential

Signed by Bharati Patil | bharatipatil26899@gmail.com | 7 December, 2022 12:14:37 PM IST | 110.224.127.96

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Note:

Following salary components are available under Flex basket. Employee needs to elect the option based on his/her personal preference to claim tax exemption. Maximum limits of the flex components mentioned below which can be opted while declaring the flex on payroll site.

Sr. No.	Particular	Max Limit (per year)
1	House Rent Allowance ('HRA')	40% of Basic
2	Leave Travel Assistance ('LTA')	10% of Basic
3	Telephone reimbursement	INR 24,000
4	Children Education Allowance	INR 2,400
5	Children Hostel Allowance	INR 7,200
6	Books and Periodicals Reimbursement	INR 10,000
7	Professional Pursuit Allowance	INR 25,000
8	Meal Coupon	INR 26,400
9	National Pension Scheme	Min INR 1,000 and Max 10% of Basic Salary
10	Voluntary Provident Fund	Maximum 88% of the Basic salary

Signed by Bharati Patil | bharatipatil26899@gmail.com | 7 December, 2022 12:14:37 PM IST | 110.224.127.96

PGS TRANSPORT GUIDELINES

1. Update your home address in HR database. Ensure geocode is marked correctly, else get in touch with transport helpdesk and get it rectified.
2. Employee will travel only on / by scheduled route / cab. Change of route / cab is not permitted.
3. Employees must be present at pickup point prior to scheduled pickup time. Cab would proceed after the waiting period of 3 minutes.
4. Swipe your card both during boarding and alighting from the cab. This is must.
5. Employees are not allowed to stop the cabs on the way, e.g.: at ATM centers, malls, medicals etc.
6. Pick-up and drop will be done as per employee residential address updated in HR database.
7. In case of change of address, pickup from new address would be provided after 24 hours of updating in HCM (Human Capital Management) System
8. Transport helpdesk (PGS Transport) will act as a single point of contact for attending employee grievances, regarding inadequate transport arrangements, cab problems & driver behavior.
9. No unauthorized personnel will be allowed to travel in the cab.
10. Smoking and consuming alcohol is not allowed in the cab.
11. Rostered employee not availing Company transport for two days consecutively without updating in app/URL, will not be rostered again for Company transport, until his/her vertical head sends an approval mail to resume transport.
12. If employee violates any Transport Policy, F&A team will inform concern Function Head through email & necessary action will be taken against such employee.
13. Female employee travelling between 21:00 hrs. to 7:00 hrs. will be provided security guard OR male employee will be clubbed in the cab.
14. All employees traveling on their own after 9.00 pm are requested to inform their leaders.
15. Incase employee wants a drop at hospital/ clinic etc. (especially in case of expecting female, emergencies) PGS Transport would require consent of respective leader.
16. To avail extended drop facility (20:30, 21:30, 23:45 hrs) employees will need to raise request through mobile app or URL and the cut off time for the same will be 90 minutes prior to drop time.

Download the app from the following location:
Android: https://play.google.com/store/apps/details?id=in.mtap.iincube.safetrax.commuter
IOS: https://itunes.apple.com/us/app/safetrax-commuter/id1131270561?mt=8
URL: pgs.safetrax.in
Transport Help Desk Contact No: 020-66206339 / 020-66205046 (Pune)
9823714179 (Hyd)
020-66235005 (Pune GSOC 24/7)

Signed by Bharati Patil | bharatipatil26899@gmail.com | 7 December, 2022 12:14:37 PM IST | 110.224.127.96

Ref.: -SRPL/HR/2022/0182
Date: - 29/07/2022

OFFER LETTER

To,
Mr. Sakharam Kolapate

This has reference to your subsequent interview you had with us for the post of **GET (Graduate Engineer – Trainee)** at **Design Department** in our organization.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and agreed.

Your CTC will be **1.8 Lacs/Annum**.

You will be operating from our Karad office and have to travel to the various sites as per the need of the organization and customer need only.

You will join the services of the company ASAP. **On the date of joining, you will report to Mrs.R.R.Shende – ED (HR, IR & Admin) Department for the further line of action.**
On the date of joining, you are required to furnish:

- Passport size Photographs (5 Nos.)
- Medical Fitness Certificate (it is must)
- Bank Passbook Xerox
- Photo copies of below mentioned documents:
  - A) Educational Certificates (along with original)
    - Degree Certificates
    - H.S.C.
    - S.S.C.
    - School Leaving Certificate
  - B) Address proof (Any one of the following)
    - Ration Card
    - Electricity Bill or Telephone Bill
  - C) ID proof 2 color copies (both are MUST)
    - Pan Card
    - Aadhar Card

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

We shall appreciate your immediate confirmation of acceptance of this offer.
For,

I, the undersigned accept this offer

Shree Refrigerations Pvt. Ltd.

Rajashri Shende

Executive Director – HR / IR and Admin

niksan Industries private limited
Creating Values for Substainable Business Growth
CIN : U29253PN2012PTC143197 GST : 27AADCN9836H1Z2

Appointment Letter

To,
Mr Ankit Kalaskar
Malkapur
Kartad.

Dear Mr Ankit,

Subject: Appointment to the post of **Quality Engineer**

The Organization is pleased to appoint you as **Quality Engineer** with effect from 1st January 2023 and subject to the following terms and conditions:

1. Your appointment to the post of Quality Engineer, shall be made effective from 1st January 2023. Your probation period will be of six months from Date of Joining.

2. You will receive the following remuneration consisting of:

Basic + DA	Rs. 4500
HRA	Rs. 1800
Medical Allowance	Rs. 1300
Conveyance	Rs. 1200
Education Allowance	Rs. 1200
Total	**Rs. 10,000**

Total remuneration per month **Rupees Ten Thousand**

3. The payment of your salary shall be subject to statutory deductions towards income tax, provident fund, pension fund etc as may be admissible and applicable to your case from time to time.

4. You will be entitled to privilege, sick and casual leave. However the quantum of leave, entitlement, admissibility and the manner in which they are to be availed shall be in accordance with the rules and regulations framed by the Organization from time to time.

5. You will be a whole-time employee of the Organization and will not undertake any other business, work either on payment or otherwise. You shall be required

Scanned with CamScanner

Date :11/11/2022

To
Akash Vitthal Chopdar
(Code: CAN501360)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **R and D Associate**. Your services are being deputed to **Johnson & Johnson Pvt Ltd.** at **Mulund** based on the following terms and conditions:

- Your employment will be valid from **14/11/2022 To 13/11/2023** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be INR 474,240.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :

  a. Complete on the Randstad portal:
     - Employee profile form
     - Statutory Nomination forms like ESIC, PF, Mediclaim etc.

  b. Upload proofs of your documents:
     - Government mandated ID proof: Aadhar Card and PAN
     - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
     - Copy of both Educational certificates & Previous employment documents.
     - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login.
A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,
For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Annexure I: Salary Breakup

Component	Monthly	Yearly
Basic	19,685.00	236,220.00
House Rent Allowance	9,843.00	118,116.00
Deputation Allowance	7,472.00	89,664.00
Gross Salary	37,000.00	444,000.00
Employer's Contribution to EPF	1,800.00	21,600.00
Insurance	570.00	6,840.00
EDLI	75.00	900.00
PFADMIN	75.00	900.00
CTC (Cost to the company)	39,520.00	474,240.00
Employee's Contribution to EPF	1,800.00	21,600.00
Total Deduction	1,800.00	21,600.00
Net take home = (Gross salary- Total deduction)	35,200.00	422,400.00

* Income tax, Proffessional tax and LWF as applicable will be deducted.
* All the taxes will be deducted as applicable by law.Your salary is strictly confidential.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

December 7, 2022

To

Ms. Ahilya Anil Kadam
S/o.- Kadam Anil,
At/Po - Ond, Satara,
Maharashtra, 415111

Dear Ms. Ahilya,

Further to your application for recruitment as an "Apprentice/Trainee" and personal interview you had with us, we are pleased to inform you that you have been selected as an "Graduate Engineer Trainee" under our Company's Training Scheme on the following terms and conditions:-

You will be engaged as an Apprentice/Trainee with effect from December 7, 2022 in our factory at Chakan, Pune.

1. The period of training will be twelve months from the date of your joining. The training may include theoretical and practical inputs on the job training, guided work experience and working independently as a part of training under the supervision of a Company supervisor.

2. You will be paid a stipend of Rs.13160/- (Rs. Thirteen Thousand One Hundred Sixty Only) per month during your training period.

3. You shall undergo training as per the timings and shifts convenient to the company and you shall devote your full time and attention in concentrating on you training and studies thereof.

4. You will be placed in any shift for the purpose of you on the job training.

5. You will be governed by the rules and regulations of the company applicable to you as an apprentice/trainee from time to and you will not engage yourself in any trade, profession or vocation directly or indirectly and whether for gainful purpose or otherwise.

6. The company has the right to terminate your training during the training period without any notice and / or without assigning any reason to you whatsoever.

7. If you remain absent without any intimation and or permission in continuance for a period of 10 days or more, you shall be deemed to have terminated the contract of training with effect from the day you complete the 10th day of such unauthorized absence.

A. A. Kadam.

Stanley Black & Decker India Private Limited (Formerly known as Stanley Black & Decker India Limited)
Registered Office: Gat No. 135, 136, 137 & 157 P.O. Mahalunge, Chakan-Talegaon Road, Tal. Khed, Dist. Pune -410 501, India
Tel: +91 2135 – 671800, Fax: +91 2135 – 671801 (CIN: U28991PN1993PLC148186)
Corporate Office: #28, "Akemps", 3rd Main, 1st Cross, Ashwini Layout, Koramangala, Intermediate Ring Road, Bangalore-560047, India
Tel: +91 80 6791 - 9900,Email ID: Info.India@sbdinc.com Web Site: www.india.stanleyblackanddecker.com

24-Nov-2022

To

Ms. Awanti Mahadev Patil
Mauli Milk & General Store, Scheme No 12, Sector No 21,
Sai Mandir Marg, Yamuna Nagar, Nigdi – 411 044

Dear Awanti,

Congratulations!

We are pleased to make you an offer in our organization for the position of **"Production Incharge".** Some of the key terms and conditions are enclosed below:

Salary: Your Cost to Company per month will be **Rs. 32,900/- (Rupees Thirty-Two Thousand Nine Hundred Only)** (Cost toCompany).

The components will be as below:

S No	CTC Break up	Monthly	Annual
1	Basic	18,660.00	223,920.00
2	House Rent Allowances	7,464.00	89,568.00
3	Conveyance	1,600.00	19,200.00
4	Medical Allowance	1,250.00	15,000.00
5	Telephone Allowance	800.00	9,600.00
6	Education Allowance	1,326.00	15,912.00
7	Company's Contribution to PF	1,800.00	21,600.00
TOTAL		**32,900.00**	**394,800.00**

Tax at source (TDS) will be deducted as per the rules in force.

Reporting authority: Your reporting authority during Client assignments will be a representative from the client side and the same will be communicated to you when you join the company. He / She will be your single point of contact for any project related issues. For any other queries, feel free to contact us.

Policies: During Client assignments, you are expected to follow the rules and regulations of the client. That includes policies relating to working hours, code of conduct, etc. Your client-site reporting authority will be the decision maker on all these. You will be entitled for 1 day leave per calendar monthand upon approval from your reporting manager.

You are requested to sign a copy of this offer letter and hand it over to us as a token of acceptance of this offer.

Within a week's time of your joining please submit the Following Documents:

1. Photocopy of Passport, Marksheets and your highest Degree Certificate.
2. Relieving letter from your Previous Employer and last Drawn Pay Slip.
3. Your ID Proof
4. Your Address Proof.
5. Three Passport size Photographs.

On completion of your joining formalities with us, we will issue your **Appointment Order**. We look forward to you joining us on or before **28 November 2022**

For **EIT Professionals India Pvt. Ltd.**

P BARATHI Digitally signed by P B
Date: 2022.11.24 20:22
+05'30'

E-IT PROFESSIONALS INDIA PVT. LTD. CHENNAI

P Barathi
Head – HR & Admin



VAS EDUCATION FOUNDATION

260/3, Shop No6, Mega Center, Medankarwadi, Chakan, **Mob.:**

IDENTITY CARD

Bhosale Durga R

rth : 02-08-2000

NS00198

roduction

23-3-22

Sign. of Issuing Authority

Ref no: HPSLD/HR/CS/23-24/010 Dated: 8th August 2023

To,
Swati Nanaso Chaugule,
Mu-po-panumbre tarf shirala ta-shirala, Panumbre Tarf Shirala, Sangli,
Maharashtra
Pincode 415410

Subject: Appointment letter

Dear Swati Nanaso Chaugule,

Thank you and Congratulations on accepting our offer. We are pleased to appoint you to the position of "Junior Production Engineer" at HPS Lab Designs Pvt. Ltd. effective from 17th July 2023.

We as a company are committed to work towards improving human lives by blending technology with day-to-day working of society. As a team, we want to work with very creative minds, who would want to challenge personal boundaries and go all out to improve self and society using technology as one of the tools.

Values and culture that binds us:

Culture and the values that brought us together is core to us and are the fundamental reasons why we have started on this journey. It's our constant effort to work with very talented individuals who live according to the same values as we have and here they are:

1. ***Be Respectful:*** Being humble and showing respect towards self and others is key to us. We believe that great ideas are born when people communicate. Open culture with undercurrent of receptivity and respect can fuel such environment. There are times when we are right and it's easy to defend our decision, however it's more important to see if we are kind to our organization, to our team and to every individual as well.

2. ***Stay Agile Stay Fast:*** We would always want to work in coordination and competition with market and key to success in such a battle field is to *Stay Agile and Run Faster*. We would always appreciate speed with perfection. Market is changing fast and it isn't in our control so what we can control are our efforts to deliver cutting edge solutions in such fast-changing environment.

3. ***Result Matters:*** We and only we are accountable for the commitments we make and the goals we write against our name. We believe in working with talented people who are self-responsible and self-motivated. In our experience such colleagues are worthy of freedom and give their best with minimum monitoring or instructions. While we all make efforts, we know what matters is the result. So we behave responsibly and take full responsibility of the results that we produce. When something goes wrong, we look within and see what we need to change in ourselves and not find reasons outside of ourselves. We judge ourselves and others by the outcome they produce.

4. ***We before I:*** In our day-to-day decisions and on matters that are important and impact our customers, shareholders and colleagues, we look at the larger interest before taking care of our own interests. So, the Team comes before the Individual; Division comes before Team and Company comes before Division.

There are few more things that we see as inherent to the way we work. They are not values but they are definite dos and don'ts that determine how we operate. This list is not the end and is evolving, but nothing gets added to this, unless we have lived it for a long time and realize that a particular behavior definitely determines our success or failure. Here are some of these:

Make weekly commitments to move our scoreboard: We have goals and we have lead indicators that show us how we are moving towards that goal. We make individual commitments to move these indicators irrespective of the daily whirlwind that keeps us busy on so many fronts.

Take feedback and give feed-forward: We are better off when we communicate often with each other. We have seen that none of us are perfect and others can help us see our actions, behavior and performance more objectively. We seek their feedback openly without being 'personal' about it. Similarly, to help others we communicate to them in time, specifically and with a goal to help them do better in future (feed- forward).

Daily Huddle, Weekly Reviews and Quarterly Appraisal: We believe in free-flowing communication and work to build a rhythm to connect with each other. Daily huddle gets the small team together for 5 minutes to share their learning, daily focus and any issues that they may have. Weekly meetings are our time to review our score boards and make commitments to move the numbers ahead and Quarterly appraisals allow us the time to reflect on big changes and how best we can contribute to it.

Conditions of Employment:

Whilst employed by the Company, you will be expected to adhere to all the rules and policies of the Company. You will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval from CEO.

By accepting this appointment letter, you agree that during the term of your employment and for a period of at least one year after the employment term you will adhere to non-compete and confidentiality terms of the company as below:

You shall not directly or indirectly assist, engage and participate in any business/activity which is similar to the business of company nor engage in activities that conflict with your obligations to the company.

You shall not solicit, endeavor to solicit, attempt to influence HPSLDPL's client, HPSLDPL's employees either directly or indirectly in favor of any product, service or business which in any ways competes with HPSLDPL.

You shall not solicit or attempt to influence any person employed or engaged by the company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the company.

You shall not, at any time hereafter for any reason whatsoever, unless mandatory, required doing so by law, divulge to any third party any information regarding the affairs or business matters or customers of the Company or without prior written approval of head of HR or CEO of HPSLDPL. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be confidential.

You agree and acknowledge that all Inventions created by you individually or jointly with other employees will belong exclusively to the Company. You agree that all the work performed by you and all Inventions, information, materials, products and deliverables developed by you while in the employment of the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company.

You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.

Compensation and Compensation Philosophy

We offer freedom to help you perform well in your role and encourage you to unleash your creativity and potential. We, therefore, put a lot of emphasis on performance and results achieved.

Your total compensation will be **Rs. 1,84,280/-** annually, details of the compensation are given on the last page. Please note that all amounts payable to you as compensation shall be subject to deduction of tax and such other deductions as are required to be made in as per the laws, in force, for the time being.

Probation Period

First six months of your joining will be treated as Probation Period and we expect you to walk an extra mile in catching up with everyone, getting aligned and to show a concrete contribution to the company.

For any reason, if you would like to resign or in case the company needs to terminate your services, it may be done after giving notice in writing for 15 days or payment of salary in lieu thereof. The period of probation may be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

On Separation

You may resign from your job only after giving notice in writing for 30 days or payment of salary in lieu thereof. The Company reserves the right to terminate your employment on any grounds whatsoever, including on grounds of misconduct or unsatisfactory job performance or violation of the Company's policies. The company may terminate your services without a prior notice during the training/ probation period.

Your services can also be terminated with no notice or payment in lieu thereof in case of any breach of contract or on grounds of moral turpitude.

Absence for a continuous period of five days without prior approval of your superior (including over- stay of leave) can lead to your services being terminated without notice.

Upon separation from the Company on account of either resignation or termination, it's important and part of your obligation to immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos in your possession or custody. Upon receipt of your handover and company assets, the company will work towards a full and final settlement of your dues. Your salary will be put on hold once the resignation is received and will be paid along with the full and final settlement. This would ideally not take more than 5 weeks after you have finished the complete handover of the company assets.

Our goal is to build a great workplace, which we all can look forward to come to every day and create products and services to help millions of people around the globe.

In case of any clarification, suggestion or any other feedback you may have you can directly reach your manager "Abidali Kapasi" Senior Manager Production at abid.kapasi@ajjas.com

Compensation Structure:

Particulars	Monthly	Annually
Basic Salary	Rs. 5,443	Rs. 65,319
HRA	Rs. 2,722	Rs. 32,659
Conveyance	Rs. 1,600	Rs. 19,200
Medical Allowance	Rs. 1,250	Rs. 15,000
Special Allowance	Rs. 2,593	Rs. 31,119
Gross Salary	**Rs. 13,608**	**Rs. 1,63,297**
Provident Fund	Rs. 1,306	Rs. 15,676
ESIC	Rs. 442	Rs. 5,307
Cost to Company	**Rs. 15,357**	**Rs. 1,84,280**

The terms of this letter are intended to be kept strictly confidential. Looking forward to a mutually rewarding career with us.

All the best!

Sakshi Sharma
Manager Talent Acquisition

Important note:
Your compensation is unique to you and we expect you to treat it with confidentiality. Disclosing it or asking anyone else their compensation is unacceptable and violates the terms of employment.

TMPV/PUNE/CT0/TCF-2/2022

Date: 16/09/2022

To,
Varsha Dyandev Patil
P No - 743293
AP Hategaon Yelapur Sangli ,Pin Code-415405

Subject – Engagement as "Diploma Line Engineer Trainee" for six months

Dear Mr. / Ms. Varsha

This has reference to your face to face interview and application for training in our organization as "Diploma Line Engineer Trainee" for the period of six months on contract basis. We are pleased to engage you as "Diploma Line engineer Trainee" for the period of six months on contract basis w.e.f. 21 Sep 2022 in our establishment located at Tata Motors Passenger Vehicles Limited, Chikhali Pune, 411 062 on the following terms and conditions:

1. You will be under "on-the-job" training for a period of six months starting from the date of your engagement. Your engagement with the Company as a Diploma Line Engineer Trainee is for a period of six months and it does not create any right or lien in the permanent employment of the Company. Your further engagement with the Company, if any, and in the manner whatsoever, would be decided by the Company at its own discretion
2. Your training will automatically stand discontinued at the end of six months with / without any prior intimation or notice adjusted to the nearest Saturday of the separation date or even earlier at the discretion of the management, without assigning any reason and without any payment of compensation. The decision of the management on this will be final and binding on you.
3. During the training period you will be paid Rs. 13,366.59/- per month as Consolidated Stipend based on your attendance (details attached in Annexure-I). The deductions (as applicable) shall be as per company rules and regulations / policy.
4. You will be given "On the Job" training in any of the departments / section / factory / sister concern / dealer (if any) of the company, if necessary irrespective of location. Further, your working shift and working hours will be as per the practice followed in the establishment/department/section in which you are engaged, specified from time to time.
5. If you are required to travel for training to the other locations, outside Pune, Company shall pay you the Travelling Allowance & the Daily Allowance. The said TA/ DA shall be paid to you as per the policy of the Company that would be applicable to you.
6. During this period, the company shall review your performance as "Diploma Line Engineer Trainee", at regular interval. If your performance, attendance, discipline and behaviour found to be unsatisfactory, your period of training will be discontinued forthwith any time without notice & without assigning any reason/s.
7. You will be covered under various social security benefits such as ESI, PF etc. as per prevailing applicable Labour Laws and subject to rules and regulations of the company as may be in force from

time to time. This is purely based on additionally covering you under various social security benefits and that does not give right to claim permanency or hold a lien for an employment in the company

8. You shall, at all times, maintain complete secrecy about the Company's business affairs, inventions, special manufacturing techniques, secret processes and the like which may come to your knowledge during the period of your training. Your obligation to keep such information confidential shall remain even on discontinuation of your training.
9. You will be governed by the principles of TATA Code of Conduct (TCoC) and other prevailing guidelines or rules and regulations as may be declared by the company from time to time. You will abide by the Company guidelines on Social Media during and after the training.
10. Your engagement as "Diploma Line engineer Trainee" will be subject to your medical fitness, as per the medical standards prescribed by the Company, which will be ascertained in the medical examination conducted by our Medical Officer at the time of your engagement for training.
11. You may please note that, you being trainee in "Supervisory Cadre", you are in the non-bargainable category of the company. Hence, the Company's Service Rules are applicable from time to time.
12. Such other terms and, conditions that are binding on you are stipulated in Annexure/s (if any) attached herewith.
13. The Company may consider providing transport to you for your travel to the Works and back, subject to the rules and regulations in force from time to time and subject to availability of the seats in the buses.
14. The transport facility provided by the company is merely a facility and shall not be construed as a right. If you are found to be misbehaving while travelling by the Company bus or misusing the facility, the Management reserves its right to initiate such disciplinary action against you as it deems fit, besides withdrawing the facility of transport granted to you, either forever or for a specific period.
15. As transport is merely a facility being provide by the Company, non-availability of the same for any reasons whatsoever shall not be an excuse on your part for abstaining from work or reporting late for the work
16. The Company reserves its right to decide and change the routes and timings of the buses at its own discretion.
17. Your monthly stipend would be deposited in your nationalized bank (only) account directly. In case you do not have Bank Account in any of the branches of the said Banks, you will have to open the same and inform the bank account number to us at the time of engagement, to enable us to deposit your stipend into your account in one of the nationalized Banks.
18. This letter of appointment as a "Diploma Line Engineer Trainee" along with the Annexure (if any) creates no obligation on the Company to offer you permanent employment in the Company. As you are purely engaged for training purpose, there will be no employee – employer relationship between you and the company. The relationship will be that of an institute and pupil.
19. You shall keep the Company informed about any change in the residential address, qualifications, marital status or any other details.
20. During the period of your training, as above, you would be entitled for paid leave of 7.5 days.
21. While reporting, you have to bring the following documents in original, along with a certified copy of each:
    - Qualification's certificates (i.e. SSC, Diploma, and Degree etc.)

- Driving license, if available
- If any of the certificates / testimonials are found to be fake or fabricated at the time of engagement or at any stage in future, your training will be discontinued with immediate effect without any prior intimation or notice.

22. Further your engagement as "Diploma Line Engineer Trainee" may be terminated by either side by giving one month's notice or one month's pay in lieu thereof without assigning any reasons.
23. During your training period in our Company, you will not be engaged in any other profession or business.
24. In accordance with sub section 2-A of section 314 of the Companies Act 1956, you are required to make a declaration in the prescribed form whether you are in any way related or you have business connections with any of the Directors of the Company.
25. You are required to keep and render a faithful account of all properties of the company entrusted to you during the tenure of your training.
26. If anyone of your family members has business dealings with Tata Motors, it would be obligatory on your part to keep the management informed about the same immediately.
27. Any changes / amendment / modification in the terms and conditions of your engagement for training shall be informed to you from time to time.

If the above terms and conditions are acceptable to you, then please sign the acknowledgement on the duplicate copy of this letter along with the declaration mentioned below. If you do not report for training on this date, your engagement shall be deemed to be cancelled.

For TATA MOTORS PASSENGER VEHICLES LTD.,

G. Sn Pd

Gourisankar Patra
General Manager – HR

Declaration by candidate on acceptance of terms and conditions:

I hereby declare that I have carefully read and understood the rules and conditions mentioned in this letter and I unconditionally accept the same. I further accept that this engagement is purely for the period of six months from the date of joining and there is no obligation on the Company to offer me permanent employment and I will not raise any dispute/concern against the company for permanent employment. The original of this letter is in my possession.

Date: 21/09/2022

Signature Patil

Name: Vaasha Dnyandev Patil

MAHARASHTRA STATE BOARD OF TECHNICAL EDUCATION, MUMBAI

CERTIFICATE FOR REMINERATION & DUTY CERTIFICATE

Date : 28-12-2022 13:44:59

Ref. No - जा.क्र. मशतंशिमं/विकापु/नाहय परीक्षकांच्या नेमणुका -3621

Dated 01-01-1970

दि.प. 2022/ 9963 दि. 92/92/22

This is to certify that Mr./Mrs.**MISS SHAHEEN BARKAT MUJAWAR** from the institute **Smt. Premalatai Chavan Polytechnic, Karad(Inst Code : 0039)**
has worded as an External Examiner for the Practical Examination For The Examination **Winter-2022**
as per appointment order no _____
issued by Dy. Secretary RBTE Pune . He / She carried out the work as shown below :

Sr.No.	Date	Course-Sem-Master	PR/TW /OR/PRJ/ ONLINE	Subject Name & Code	No of Candidates	Name of Internal Examiner
1	28-12-2022	EE-3-I	PR	Electrical circuits[22324]	70	S. S. Ingole

Place Karad
Date :28-12-2022

Seal of Institute

शासकीय तंत्रनिकेतन कराड

Signature Of Principal
Govt. Polytechnic Karad
Inst Code: 0010

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REGEN INFRASTRUCTURE AND SERVICES PRIVATE LIMITED
(formerly known as Renewable Energy Generation Private Ltd)

Ref:1490 /03-2022
04th Jun 2022

Mr. Parle Akshay Sambhaji
At Pst-Sasegaon,
Tal-Shahuwadi,
Dist-Kolhapur-416125

Dear **Mr. Parle Akshay Sambhaji,**

Employement Offer
Position: Trainee Engineer– Operations and Maintenance

Welcome to **ReGen Infrastructure and Services**

Further to the discussions you had with us, we are pleased to offer you the position of **"Trainee Engineer** in the **Operations and Maintenance** department. Your place of work will be at **Agaswadi – Maharashtra** & you may be required to travel anywhere in India based on the exigency of work. Your formal appointment order will be issued subsequently.

At the time of joining, you are requested to produce the following documents:

1. Photocopies of your educational qualification certificates (Please produce the original certificates at the time of joining for verification)
2. Age proof (Birth certificate/School certificate)
3. Experience certificate and Relieving letter from your previous employers
4. Proof of last salary drawn
5. Address proof (copy of Voter ID card/Passport/Driving License)
6. Pan card copy & five recent passport size photographs
7. Fitness Certificate from a Registered Medical Practitioner
8. Previous Company PF/UAN number

You have agreed to join on or before **6th Jun 2022**. In the event of your failure to join by the date indicated herein, the offer may be withdrawn/ cancelled without assigning any reason.

Looking forward to a long-term association, which will be mutually beneficial. Please sign and return the duplicate copy of this letter in token of your acceptance

Yours truly,

For **ReGen Infrastructure and Services Private Limited**

Prabu Sankar
Manager – HR

Sivanandam, 1st Floor, New No.1, Pulla Avenue, Shenoy Nagar, Chennai - 600 030, India.
Tel : + 91 44 4296 6200, Fax :+ 91 44 4296 6298
www.regeninfraservices.com
Corporate Identity Number : U40106TN2008PTC065937

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 6692503/1595480,

12/23/2022,
Akanksha Prashant Pujari.

AT-maharugdewadhi, Post-jinti, Tal-karad, Dist-satara. 415111
Karad, Maharashtra
India.

Confidential

Dear Akanksha Prashant Pujari,

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 **01/12/2023** (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 9:00 A.M. at **Pune** office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address
Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

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 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. 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:

Analyst

Total Cost to Company (CTC). **Rs.400,010.00**

Monthly Components	**Per Month**	**Annualized**
Basic	**Rs.15,000.00**	**Rs.180,000.00**
House Rent Allowance	**Rs.9,000.00**	**Rs.108,000.00**
Other Allowances and Reimbursements – 1 #	**Rs.1,890.00**	**Rs.22,680.00**
Other Allowances and Reimbursements – 2 +	**Rs.839.00**	**Rs.10,068.00**
Advance Statutory Bonus ++	**Rs.3,149.00**	**Rs.37,788.00**
Gross monthly salary	**Rs.29,878.00**	**Rs.358,536.00**
Capgemini's contribution to PF *	**Rs.1,800.00**	**Rs.21,600.00**
Gratuity (accrual only)		**Rs.8,664.00**
Total Fixed Compensation		**Rs.388,800.00**
Total Cash Compensation		**Rs.388,800.00**
Benefits		
Medical, Accident & Life Insurance Premium		**Rs.11,210.00**
Total Cost to Company		**Rs. 400,010.00**

You need to choose any of the following optional instruments that are a part of the Other Allowance and Reimbursements - 1. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	**Annualized**
Remote Working Allowance	**19,800.00**
Books and Journals	**24,000.00**
Professional Pursuit	**180,000.00**
Conveyance Allowance	**63,600.00**

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements - 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	**Annualized**
Leave Travel Assistance	**60,000.00**
Meal Card	**26,400.00**
Vehicle & Driver Reimbursement	**21,600.00**

Notes:

1. The payroll processing will be as per Company policy notified from time to time.

2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.

3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.

5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

* Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.

+ This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

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

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

   Note: In the event you are not citizen of India, International Worker (IW) or Overseas Citizen of India (OCI), your PF contribution as mentioned above shall be remitted as stipulated by the Government of India from time-to-time.

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.) You shall be eligible for following additional one-time payout:

- **Special Incentive:**You shall be eligible for one-time incentive of **INR 25,000.00/- (Rupees Twenty Five Thousand Only)** post completion of one year of service from your date of joining with the Company. This payment will be made to you in the subsequent payroll cycle post completion of one year and will fully taxable. However, in the event that you are not an active employee of the Company (i.e. terminated or you resign from employment or for any other reason) post completion of one year but before the disbursement of one-time incentive, you shall not be entitled for this one-time incentive paid.

H.) 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.

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

J.) 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. If you are a IW / OCI your employment with the Company is subject and coterminous to valid employment VISA/ employment permit as applicable (conditions, tenure and other terms as may be applicable) for the purpose of employment during your term of employment with the Company. You are required to fulfil all the compliance pertaining to the same including but not limited to the compliances with FRRO and intimate the Company within 2 working days.

   j. 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 03/13/2023 (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 Back ground verification link given along with the welcome mail of the offer.

   k. 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.

   l. 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.

K.) 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



Salil Mathew

Head - Talent Acquisition

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: **Akanksha Prashant Pujari**

Date: **12/23/2022**

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

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

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

a) one location to another; or

b) one team/department/account/function/Business Unit to another; or

c) one project/job to another; or

d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

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

2. DUTIES AND RESPONSIBILITIES:

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

3. COMPENSATION:

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

4. TRAINING:

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

5. COVENANTS AND REPRESENTATIONS:

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

a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company.

b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates.

c) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

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

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

5.4 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, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

a) you are legally permitted to reside and be employed in India.

b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same.

c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications.

d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you.

e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and

f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

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

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

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

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

a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you.

b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent.

c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care.

d) prevent the unauthorized use, dissemination or publication of such Confidential Information.

e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you.

f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company).

g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company.

h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

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

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

a) was in your possession before receiving the same from the Company pursuant to this Letter.

b) is or becomes a matter of public knowledge through no fault of yours; or

c) is rightfully received by you from a third party without a duty of confidentiality.

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

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

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

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

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

7. INTELLECTUAL PROPERTY:

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

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

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

a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith.

b) results from tasks assigned to you by the Company; or

c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

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

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

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

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

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

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

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

8. CONFLICT OF INTEREST:

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

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

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

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

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

9. RETIREMENT/TERMINATION:

a.) Retirement

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

b.) Notice Period/Termination

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

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

(ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

(iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the 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.

c.) Effects of Cessation of Employment

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

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

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

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

11. MISCELLANEOUS:

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

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

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

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

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

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

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

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

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

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

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

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

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

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

Name:
Signature:
Date:

ANNEXURE I (A)

Joining Documents

Please carry two set of photocopies along with the original documents for verification as mentioned below:

I. **Academic qualification (Highest qualification as applicable):**

- Highest Academic Qualification – all semester marksheet and certificates
- Provisional Certificate OR Convocation OR Degree certificate
- If Applicable- Diploma/ Completion Certification(s) for specialized courses

II. Employment experience related documents(As applicable):

a. Current Employer
(Document mandatorily containing: Emp ID, Designation, Start Date of Employment, End Date of Employment)

- Resignation acceptance letter OR Email confirmation from the HR (official domain) OR Relieving Letter AND Experience Certificate
- Pay slips for last 3 months

b. Previous Employer(s)

- Experience Certificate AND / OR Relieving certificate of all employments (ensure the above document specifies start date and end date of your employment (s)

III. Mandatory Documents

- UAN card copy with KYC as “YES” (not required for freshers)
- E-Aadhar card copy
- Passport size photograph – 4 copies (white background)

IV. Proof of Identity (Any two):

- PAN Card (Mandatory)
- Valid Passport – All pages
- Driving License
- Voter's Id

ANNEXURE I (B)

Background Verification

Reference terms:

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

- Education Credentials (Bachelor's Degree/Post Graduate Degree etc. whichever is higher)
- Professional Experience & Employment(s) Credentials.
- Database
- Court Record (as applicable)

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

Please ensure that the following steps are followed to initiate the process and submit the necessary documents whenever the insufficiency is intimated to avoid delay in onboarding and completion of BGV.

***** You are required to submit all the documents at the earliest from receiving this Offer and the NES failing to which offer will be revoked *****

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

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload 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 last 5 years of employment as applicable

Please note, should you provide any other additional document than the aforesaid, 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 for last 5 years of employment as applicable
- These letters should clearly mention your date of joining & 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 upload the original experience/relieving letter in the Background verification Application (Link available on E-mail) not later than 45 days of your joining***

- Campus Hire: For current year pass outs, mandate documents (Final year marksheet/consolidated marksheet and Provisional certificate) to be shared within 60 days of joining Capgemini".

Court Verification Forms

- Court Record form

Note:

All 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 the above forms will be shared with our empaneled BGV vendors. As part of the verification process, you may be requested to support with verification which could include police and court checks. The forms are further 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 for verification; alternatively, they may also call you or ask you to visit the nearby Police Station.

Important points to note:

- In an event you fail to upload the required pending documents in the BGV tool within 7 Calendar days / within 3 reminders. Capgemini reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

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

***In case your last employer does not provide experience letter, the relieving letter is accepted as an alternate document. Please ensure that the relieving letter has last working day clearly mentioned.

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

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

Best Regards,
Team HR

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TMPCON052334540

Model Contract of Apprenticeship Training for Major/Minor* Apprentices



1.	Name and Registered Address of Establishment	: Finolex Cables Ltd (E02202700006)
	with Telephone no. & E-mail address	: 26/27, Mumbai Pune Rd, Pimpri, Pune, PimpriPune, Maharashtra : 020-27475963 : N/A
2.	(a) Name of Apprentice (Block Letters)	: OMKAR VIJAY MANE (A052393210)
	(b) Father's/Mother's /Spouse's Name	: VIJAY
3.	Address of apprentice	: null, null, Sarvoday Colony, null, Maharashtra, Satara, 415539, null,, Satara, Maharashtra
4.	Gender	: Male
5.	Date of Birth	: 08-02-1999
6.	(a) Whether belongs to SC/ST/OBC/PwD/ Minority	: Yes
	(b) Name of the Category	: Obc
7.	Educational Qualification (Highest)	: Graduate - B.tech
8.	(a) Category of Apprenticeship	: Optional
	(b) Name of the trade for which Apprentice is training	: Automotive Maintenance Technician-Electrical
9.	Apprenticeship Training duration (Total)	: 720 Days
	(a) Duration of Basic Training	: 2 Weeks
	(b) Period of On-the-Job Training	: From 18-04-2023 to 06-04-2025
10.	Apprenticeship Training Location	: Urse
	(a) Name and address of facility where Basic Training is to be provided	: N/A
	(b) Name and address of the facility where On-the-Job Training is to be provided	: Finolex Cables Ltd Urse Pune Maharashtra
11.	(a) Date of execution of contract	: N/A
	(b) Age of Apprentice on the date of execution of contract	: 24 years, 3 months and 9 days
12.	Is the establishment opting for benefits under NAPS*? *If yes, Annexure 2 to this contract will also be applicable.	: Yes
13.	Monthly stipend amount	
	(a) During 1st year of training	: 18500
	(b) During 2nd year of training	: 18501
	(c) During 3rd and 4th year of training	: N/A

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

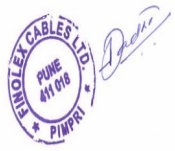
14.	(a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor)	: N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

    (b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



Signature of the Employer with seal | Signature of Apprentice | Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : TMPCON052334540

(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.
Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprencticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (https://www.apprenticeshipindia.gov.in) and maybe updated from time to time.

StanleyBlack&Decker

November 2, 2022

To

Ms. Nilam Ashok Gurav
D/o.- Ashok Gurav,
At/Po - Sonavade, Tal Patan,
Sonavade, Satara, Maharashtra- 415211

Dear Ms. Nilam,

Further to your application for recruitment as an "Apprentice/Trainee" and personal interview you had with us, we are pleased to inform you that you have been selected as an "Graduate Engineer Trainee" under our Company's Training Scheme on the following terms and conditions:-

You will be engaged as an Apprentice/Trainee with effect from November 2, 2022 in our factory at Chakan, Pune.

1. The period of training will be twelve months from the date of your joining. The training may include theoretical and practical inputs on the job training, guided work experience and working independently as a part of training under the supervision of a Company supervisor.

2. You will be paid a stipend of Rs.13160/- (Rs. Thirteen Thousand One Hundred Sixty Only) per month during your training period.

3. You shall undergo training as per the timings and shifts convenient to the company and you shall devote your full time and attention in concentrating on you training and studies thereof.

4. You will be placed in any shift for the purpose of you on the job training.

5. You will be governed by the rules and regulations of the company applicable to you as an apprentice/trainee from time to and you will not engage yourself in any trade, profession or vocation directly or indirectly and whether for gainful purpose or otherwise.

6. The company has the right to terminate your training during the training period without any notice and / or without assigning any reason to you whatsoever.

7. If you remain absent without any intimation and or permission in continuance for a period of 10 days or more, you shall be deemed to have terminated the contract of training with effect from the day you complete the 10th day of such unauthorized absence.

Stanley Black & Decker India Private Limited
(Formerly known as stanely Black & Decker India Limited
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Tel: +91 2135 - 671800, Fax: +912135 - 671801 (CIN : U28991PN1993PTC148186)
***Corporate office** : #28, 'Akemps', 3rd Main, 1st Cross, Ashwini Layout, Koramangala, Intermediate Ring Road, Banglore-560047, Ind*
Tel: +91 806791 - 9900 Fax : +91 80 6660 - 8828
Email ID : Info.India@sbdinc.com Web Site : www.india.stanleyblackanddecker.com

9. After successful completion of training, you may be considered for absorption on the Company Roll subject to availability of the vacancy. Notwithstanding this clause, the Company makes it clear that it is not obligatory on the part of the management to offer any employment to you after successful and satisfactory completion of your training.

10. You will at all times maintain complete secrecy about information of any kind which may have come to your knowledge during the course of your training including the business affairs, inventions, manufacturing techniques, processes of the company, its collaborators, subsidiaries, customers and suppliers. Any commitment given by the company to third parties including collaborators, customers and suppliers regarding secrecy of information available to you during the course of your training, will become automatically binding on you.

11. You will give in writing to the Human Resource Department, the address to which communications, to you shall be sent. Any such communication sent to you by ordinary mail or registered post at such address shall be deemed to have been delivered to you within seven days of posting and those sent by telegram within 48 hours of their being sent.

12. You will report for training daily before the scheduled time provided by the company. If you fail to report, Management reserves the right to shut you off from entering the premises of the factory.

13. You will have to observe the safety rules and regulations applicable to you from time to time during your training. You will always use safety appliances provided to you by the Company while undergoing training.

14. Your training or continuation thereof shall be subject to your found medically fit. The Company shall be at liberty to refer you to the Company's nominated medical doctor for your medical examination and it shall be obligatory on your part to undergo such medical test.

15. You shall not undertake any work or engage yourself directly or indirectly in any other firm/organization for any purpose during your training, except with prior written permission of the management of this Company.

16. You shall be under an obligation to maintain strict confidentiality for each and every aspect or part of intellectual Property Right and Confidential Information and Confidentiality Obligation during your association with the company and even thereafter.

17. This obligation to maintain secrecy shall survive even after the termination / expiry of your contract of employment.

18. If the Company suffers any cost, consequences, damage, outgoing or loss by disclosure, accidental or otherwise intentional or otherwise or by breach of this obligation by any action

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Tel: +91 806791 - 9900 Fax : +91 80 6660 - 8828
Email ID : Info.India@sbdinc.com Web Site : www.india.stanleyblackanddecker.com

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or inaction on your part, you shall be liable to reimburse the same keep the company indemnified and harmless for such cost etc.

19. You shall not be entitled for any other allowances or benefits which are applicable to the regular employees of the Company.

20. Please note that during your training period you shall be designated as an "Apprentice/Trainee" and you shall not claim the status of a workman/ employee during the training period.

21. During the training period, you are not eligible to be covered under the PF, nor under the service tax act nor under the professional tax act.

22. These terms and conditions of your training shall constitute a bi-partite contract between you and the Company and the same shall be recognized as such for all intents and purposes.

23. Please return the duplicate copy of this appointment letter duly signed in token of acceptance of the appointment along with 2 passport size photographs and copies of certificates regarding qualifications, experience and birth date.

Please report for your training at 08: 30 am on November 2, 2022 in the factory HR Department.

Thanking you,

For Stanley Black & Decker India Private Limited

Satish

Satish G. Pawar
HR Business Partner

I have read the terms & conditions started above, I have understood the same and I accept them as binding on me in totality.

Signature: Name:

Date: Address:

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(Formerly known as stanely Black & Decker India Limited
***Registered office** : Gat No. 135, 136,137 & 157, P.O. Mahalunge, Chakan – Talegaon Road,Taluka. Khed, District. Pune – 410 501, India*
Tel: +91 2135 - 671800, Fax: +912135 - 671801 (CIN : U28991PN1993PTC148186)
***Corporate office** : #28, 'Akemps', 3rd Main, 1st Cross, Ashwini Layout, Koramangala, Intermediate Ring Road, Banglore-560047, India*
Tel: +91 806791 - 9900 Fax : +91 80 6660 - 8828
Email ID : Info.India@sbdinc.com Web Site : www.india.stanleyblackanddecker.com

LFS2020 32942

Welcome To LAYAM Family

Catalyst for Growth

JOINING REPORT

Employee Name* (As In Aadhar Card)	:	Pradnya Mahadev Jadhav.
Employee ID	:	-
Designation	:	~~Harad~~ Wagholi
Department	:	TCSS
Company Name	:	Yazaki, India Pvt. Ltd.
Branch / Location	:	Wagholi
Date of Joining	:	16-08-2022
Contact Number*	:	9834598602
E-Mail ID*	:	pradnyajadhav528@gmail.com

*Office Use Only

Date _____

Initiated by	HOD	HR Head	Chairman
Remarks if any	Remarks if any	Remarks if any	Remarks if any

* Mandatory

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Employee Details**								Employee Photo
Employee Name* (As In Aadhar Card)	Pradnya Mahadev Jadhav.							
Gender*	Male	Female	Others	Blood Group*				
Designation	Wagholi							
Department	TCSSS							
Branch / Location								
Date of Joining	16 DD	8 MM	22 YYYY	Marital status*	Married	Unmarried	Others	
Father's Name	Mahadev			Spouse Name (if Married)				
Mother's Name	Jayashri			Spouse Profession				
Date of Birth*	3 DD	2 MM	1999 YYYY	Marriage Anniversary	DD	MM	YYYY	
Personal Contact No.*	9834598602			Children (Mention numbers if any)				
Alternate Contact No.*	-			Alternate Contact Name				

Permanent Address**		Present Address** (Please ignore if its same as Permanent Address)	
Flat / House No.*	Mhalsakant chowk	Flat / House No.	-
Flat / House Name*	Nigadi	Flat / House Name	-
Road / Street*		Road / Street	Mhalsakant chowk
Locality / Area*	Mhalsakant chowk	Locality / Area	Nigadi
City / District*	Satara	City / District	Pune
State*	Maharashtra	State	Maharashtra
Country*	India	Country	India
Pin Code*	415206	Pin Code	412207

Banking Details (For Crediting Salary)**			
Bank Account Number*	60141941198	Bank IFSC Code*	MAHB0000562
Bank Name	Bank of Maharashtra	Bank Branch / Location	SHENOLI
E-Mail ID*	pradnyajadhav528@gmail.com		
Aadhar Card Number*	969460414093		
PAN Card Number*	CHCPJ1589E		
EPF Number			
ESI Number			

Reference Details (if any)			
Referer Name		Referer Contact No.	

*** Mandatory ** Any type of incorrect information will remain accountable on the individual concerned**

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Educational Qualification (Starting from Matriculation)

S. No.	Qualification	College / School	Year of Passing (YYYY)	% of Marks
1.	10th	SSC	2014	74%
2.	12th	HSC	2016	49.23%
3.	Diploma	MSBTE	2018	59.21%
4.				
5.				

Work Experience

S. No.	Company Name	Designation	Area Handled	Period (From Month'YY To Month'YY)
1.				
2.				
3.				
4.				
5.				

Hobbies & Special Interest

S. No.	Hobbies & Special Interest
1.	Reading
2.	Painting
3.	
4.	
5.	

I hereby confirm that I was not punished under IPC at any point of time and I have no criminal or civil case pending against me by any of the Government agency.

Date : 16/8/2022
Place : Wagholi

PMyadhav
Signature

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Documents Submitted (Only Photo Copies):

S. No.	Documents		
1.	☐ Employee's Resume	☐ Employee's Recent Passport Size Photographs (5Nos.)	
2.	☐ 10th Mark Sheet	☐ Transfer Certificate	
3.	☐ 12th Mark Sheet	☐ Transfer Certificate	
4.	**Diploma:** ☐ Mark Sheets ☐ Transfer Certificate	☑ Provisional Certificate ☐ Course Completion Certificate	☐ Degree Certificate
5.	**Under Graduation:** ☐ Mark Sheets ☐ Transfer Certificate	☐ Provisional Certificate ☐ Course Completion Certificate	☐ Degree Certificate
6.	**Post Graduation:** ☑ Mark Sheets ☐ Transfer Certificate	☐ Provisional Certificate ☐ Course Completion Certificate	☐ Degree Certificate
7.	**Address Proof:** ☐ Ration Card	☐ Passport	☑ Bank Pass Book
8.	**ID Proof:** ☐ Voter ID ☑ Aadhar Card *	☐ Passport	☐ Driving License
9.	**Previous Company's:** ☐ Appointment Letter	☐ Relieving Letter	☐ Last 3 Months Pay Slip
10.	☐ **1st page of Bank Account's Passbook or Cancelled Cheque (Compulsory)**		

Declaration

I hereby confirm that the above information furnished by me is true and in future if management detects that the same is false then management shall have right to take disciplinary action as deemed fit.

Date : 16/8/2022
Place : Wagholi

Pmjadhav

Signature

*** Mandatory ** Any type of incorrect information will remain accountable on the individual concerned**

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New Form No.-11 – Declaration Form

(To be retained by the employer for future reference)

EMPLOYEES' PROVIDENT FUND ORGANISATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &

Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in any establishment on which EPF Scheme, 1952 and /or EPS, 1995 is applicable)

1.	Name of the member Pradnya Mahadev Jadhav	Pradnya Mahadev Jadhav.
2.	Father's Name ☑ Spouse's Name ☐ (Please tick whichever is applicable)	Mahadev Rajaram Jadhav
3.	Date of Birth: (DD / MM / YYYY)	03/02/1999
4	Gender: (Male/Female/Transgender)	Female.
5	Marital Status: (Married/Unmarried/Widow/Widower/Divorcee)	Unmarried.
6	(a) Email ID:	pradnyajadhav528@gmail.com
	(b) Mobile No.:	9834598602
7	Whether earlier a member of Employees' Provident Fund Scheme, 1952	Yes / No
8	Whether earlier a member of Employees' Pension Scheme, 1995	Yes / No
9	**Previous employment details: [if Yes to 7 AND/OR 8 above]**	
	a) Universal Account Number:	
	b) Previous PF Account Number:	
	c) Date of exit from previous employment: (DD/MM/YYYY)	
	d) Scheme Certificate No. (if issued)	
	e) Pension Payment Order (PPO) No. (if issued)	
10	a) International Worker:	Yes / No
	b) If yes, state country of origin (India/Name of other country)	
	c) Passport No.	
	d) Validity of passport [(DD/MM/YYYY) **to** (DD/MM/YYYY)]	
11	**KYC Details:** (attach self attested copies of following KYCs)	
	a) Bank Account No. & IFS Code	60142941198 /MAHB0000562
	b) AADHAR Number	969460414693
	c) Permanent Account Number (PAN), if available	CHCPJ1589E

UNDERTAKING

1) Certified that the particulars are true to the best of my knowledge.
2) I authorize EPFO to use my Aadhar for verification/authentication/eKYC purpose for service delivery.
3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present P.F. Account. (The transfer would be possible only if the identified KYC detail approved by previous employer has been verified by present employer using his Digital Signature Certificate)
4) In case of changes in above details, the same will be intimated to employer at the earliest.

Pnjadhav

Signature of Member

Date: 16/8/2022
Place: Wagholi

DECLARATION BY PRESENT EMPLOYER

A. The member Mr./Ms./Mrs. ..... has joined on ..... and has been allotted PF Number .....

B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:

- **(Post allotment of UAN)** The UAN allotted for the member is .....
- **Please Tick the Appropriate Option:**

The KYC details of the above member in the UAN database

☐ Have not been uploaded
☐ Have been uploaded but not approved
☐ Have been uploaded and approved with DSC

C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995:

- The above PF Account number/UAN of the member as mentioned in (A) above has been tagged with his/her UAN/Previous Member ID as declared by member.
- **Please Tick the Appropriate Option:-**

☐ The KYC details of the above member in the UAN database have been approved with Digital Signature Certificate and transfer request has been generated on portal.
☐ As the DSC of establishment are not registered with EPFO, the member has been informed to file physical claim (Form-13) for transfer of funds from his previous establishment.

Date:

Signature of Employer with Seal of Establishment

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फार्म-1
FORM – I

घोषणा पत्र DECLARATION FORM

घोषणा पत्र कर्मचारी द्वारा भरा जाएगा । फार्म के साथ पासपोर्ट आकार के दो फोटोग्राफ भी लगाए जाने चाहिए । फार्म भरने से पहले पीठ पृष्ठ पर दी गई हिदायतों को भली-भांति पढ़ लेना चाहिए । यह फार्म निःशुल्क है।

To be filled in by the employee after reading instructions overleaf. Two Postcard Size photographs are to be attached with this form. This form is free of cost.

(क) बीमाकृत व्यक्ति का विवरण
(A)INSURED PERSON's PARTICULARS

1. बीमा संख्या/Insurance No.					
2. नाम (स्पष्ट अक्षरों में) Name (in block letters)	Pradnya				
3. पिता/पति का नाम Father's/Husband's Name	Mahadev.				
4. जन्म तिथि/Date of Birth	दिन D	महीना M	वर्ष Y	5. वैवाहिक स्तर Marital Status	विवाहित/अविवाहित/विधवा M/U/W
	13	2	1999	6. लिंग /Sex	पु./म.M/F

7. वर्तमान पता/Present Address
Mhalsakant chowk, Nigadi

पिन कोड Pin Code 411207

टेलीफोन नम्बर/ई-मेल नंबर/e-mail address
pradnyajadhav528@gmail

शाखा कार्यालय Branch Office

8. स्थायी पता/ Permanent Address
At. Post Dushere tal-karad Dist-satara

पिन कोड Pin Code 415108

टेलीफोन नम्बर/ई-मेल नंबर/e-mail address
pradnyajadhav528@gmail

औषधालय Dispensary

(ख) नियोजक का विवरण
(B)EMPLOYER'S PARTICULARS

9. नियोजक की कूट संख्या Employer's Code No.			
10. नियुक्ति की तिथि Date of Appointment	दिन Day	महीना Month	वर्ष Year

11. नियोजक का नाम और पता/Name & Address of the Employer

12. यदि पहले नियोजन में रहे हैं तो कृपया निम्नलिखित विवरण दीजिए
In case of any previous employment please fill up the details as under:-

क) पिछली बीमा संख्या a) Previous Ins. No.	
ख) नियोजक कूट संख्या b) Emplr's. Code No.	

ग) नियोजक का नाम व पूर्ण पता
c) Name & address of the Employer

टेलीफोन नम्बर/ई-मेल नंबर/e-mail address

(ग) मृत्यु की स्थिति में नकद हितलाभ के भुगतान के लिए क.रा.बी. अधिनियम 1948 की धारा 71/क.रा.बी. (केन्द्रीय) नियम 1950 के नियम 56(2) के अन्तर्गत नामित के ब्योरे।
(C) Details of Nominee u/s 71 of ESI Act 1948/Rule 56(2) of ESI (Central) Rules, 1950 for payment of cash benefit in the event of death.

नाम /Name	संबंध/Relationship	पता /Address
Jayashri	Mother	At. Post. Dushere. Tal-karad.

मैं घोषणा करता/करती हूं कि मेरे द्वारा प्रस्तुत किया गया ब्यौरा मेरी जानकारी और विश्वास के अनुसार सही है । मैं अपने परिवार के सदस्यों में हुए परिवर्तन की सूचना 15 दिन के भीतर प्रस्तुत करने का वचन भी देता/देती हूं ।

I hereby declare that the particulars given by me are correct to the best of my knowledge and belief. I undertake to intimate the Corporation any changes in the membership of my family within 15 days of such change.

नियोजक के प्रतिहस्ताक्षर
Counter signature by the employer

बीमाकृत व्यक्ति के हस्ताक्षर/अंगुठा निशान
Signature/T.I. of IP

हस्ताक्षर/सील
Signature with seal

(घ) बीमाकृत व्यक्ति के परिजनों का विवरण/
(D) FAMILY PARTICULARS OF INSURED PERSON

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु Date of Birth/Age as on date of filling form	कर्मचारी के साथ संबंध Relationship with the Employee	क्या उनके साथ रह रहे हैं Whether residing with him/her? हाँ/Yes	नहीं/No	यदि नहीं तो आवास का स्थान दर्शाएं If 'No', state place of Residence उप नगर/Town	राज्य/State
1.	Mahadev	43	Father	✓			
2.	Jayashri	40	Mother.	✓			
3.							
4.							
5.							
6.							
7.							
8.							

क.रा.बी. निगम
अस्थायी पहचान पत्र
ESI Corporation
Temporary Identity Card

(नियुक्ति की तिथि से 3 मास तक वैध)
(Valid for 3 months from the date of appointment)

नाम/Name			
बीमा संख्या/Ins. No.		नियुक्ति की तिथि/Date of appointment	
शाखा कार्यालय Branch Office		औषधालय Dispensary	
नियोजक की कूट संख्या व पता Employer's Code No. & Address			

स्वयं एवम परिवार का फोटोग्राफ
(Space for photograph)

वैधता:
Validity:

दिनांक :
Dated : 16/09/2022

बीमाकृत व्यक्ति के हस्ताक्षर/अंगूठे का निशान
Signature/T.I of I.P

मोहर सहित शाखा कार्यालय प्रबंधक के हस्ताक्षर
Signature of B.M. with seal

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अनुदेश
INSTRUCTIONS

1. फार्म-1 का प्रेषण क.रा.बी. (साधारण) विनियमावली-1950 के विनियम 11 व 12 के अन्तर्गत विनियमित किया जाता है।
Submission of Form-I is governed by regulations 11 & 12 of ESI (General)Regulations, 1950.

2. परिवार का अर्थ है (1) पति/पत्नी (2) बीमाकृत व्यक्ति की आय पर आश्रित वैध अथवा गोद लिये अवयस्क बच्चे/अविवाहित पुत्री (3) 21 वर्ष की आयु तक बीमाकृत व्यक्ति पर आश्रित वैध अथवा गोद लिया हुआ व्यस्क बच्चा यदि शिक्षा प्राप्त कर रहा हो (4) पूरी तरह बीमाकृत व्यक्ति की आय पर निर्भर अशक्त बच्चा (5) आश्रित माता-पिता क.रा.बी. अधिनियम की धारा-2 के अन्तर्गत परिभाषित और स्थानीय परिवारजन चिकित्सा देखरेख के हकदार हैं।
"Family" means all or any of the following relatives of an Insured Person namely:-
(i) a spouse (ii) a minor legitimate or adopted child dependant upon the I.P.; (iii) a child who is wholly dependant on the earnings of the I.P. and who is (a) receiving education, till he or she attains the age of 21 years (b) an unmarried daughter ; (iv) a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependant on the earnings of the I.P. so long as the infirmity continues; (v) dependant parents (Please see Section 2 clause 11 of the ESI Act 1948 for details).

3. पहचान-पत्र अहस्तान्तरणीय है।
Identity Card is Non-transferable.

4. पहचान-पत्र गुम होने की स्थिति में नियोजक/शाखा कार्यालय प्रबंधक को तत्काल सूचित किया जाए ।
Loss of Identity Card be reported to Employer/Branch Manager immediately.

5. किसी प्रकार की गलत सूचना देने की स्थिति में क.रा.बी. अधिनियम-1948 की धारा-84 के तहत कानूनी कार्यवाही की जा सकती है।
Submission of false Information attracts penal action under Section 84 of ESI Act, 1948.

6. नई नियुक्ति की स्थिति में भली-भांति भरा हुआ यह फार्म नियुक्ति के दस दिन के भीतर संबंधित स्थानीय कार्यालय में अवश्य ही प्रस्तुत किया जाना चाहिए। विलम्ब की स्थिति में नियोजक के विरूद्ध धारा-85 के तहत कानूनी कार्यवाही की जा सकती है।
This form duly filled in must reach the concerned Branch Office within 10 days of appointment of an Employee. Delay attracts penal action under Section 85 of the Act, against employer.

7. बीमाकृत व्यक्ति अंशदायी शर्तें पूरी करने पर निम्नलिखित हितलाभ प्राप्त कर सकेगा (1) बीमारी हितलाभ (2) अस्थायी अपंगता हितलाभ (3) स्थायी अपंगता हितलाभ (4) आश्रित जन हितलाभ (5) प्रसूति हितलाभ (महिला कर्मचारी के लिए)।
As an Insured Person you and your dependent family members are entitled to full medical care. The other benefits in cash include (1) Sickness Benefit (2) Temporary Disablement benefit (3) Permanent disablement Benefit (4) Dependents benefit and (5) Maternity Benefit (in case of women employees) subject to fulfillment of contributory conditions.

8. अधिक जानकारी के लिये निगम के वेबसाइट www.esic.org.in को देखें या स्थानीय कार्यालय या क्षेत्रिय कार्यालय से सम्पर्क करें।
For more details please visit website of ESIC at www.esic.org.in or contact Regional office or Branch Office.

केवल शाखा कार्यालय में प्रयोग हेतु
FOR BRANCH OFFICE USE ONLY

1. बीमा संख्या आबंटन की तारीख :
Date of Allotment of Ins. No. :_____
2. अ.प.प. जारी करने की तारीख :
Date of Issue of TIC :_____
3. औषधालय का नाम/संख्या :
Name/No. of Disp. :_____
4. क्या अन्य चिकित्सा व्यवस्था उपलब्ध है? यदि हां, तो उल्लेख करें :
Whether reciprocal Medical arrangements involved? If yes, please indicate:
.....

प्रबन्धक के हस्ताक्षर
Signature of Branch Manager

क्र.सं. Sl. No.	नाम Name	फार्म भरने की तारीख को आयु Date of Birth/Age as on date of filling form	कर्मचारी के साथ संबंध Relationship with the Employee	क्या उनके साथ रह रहे हैं Whether residing with him/her?		यदि नहीं तो आवास का स्थान दर्शाएं If 'No', state place of Residence	
				हां/Yes	नहीं/No	उप नगर/Town	राज्य/State
1.							
2.							
3.							
4.							
5.							
6.							
7.							
8.							

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Undertaking

From:

To:
M/s.Layam Flexi Solutions Pvt. Ltd.
13/1, 5th Cross Street,
Indira Nagar, Adyar,
Chennai – 600 020

Dear Sir,

This is to undertake that with my consent and full understanding, I accept employment with M/s.Layam for _____. M/s.Layam has clearly explained me the code of conduct and Behavior for Women employee as well as others.

I hereby declare that if any activity done by me which is subversive to discipline and does not fall within the social norms of the society, the Management shall have the right to take necessary disciplinary action, as deemed fit to the extent of termination in this regard.

I also hereby declare that any Act done by me outside the duty hours, the Management of M/s.Layam shall not be responsible for the same.

I also hereby declare that I have not paid any money or given any gift for the sake of getting the job in M/s.Layam Group and in case it is found then I will be responsible for the same and M/s.Layam will not be responsible.

I also hereby declare that I have understood the Policy of the company that if I have to leave the job then I am expected to give notice or pay in lieu thereof. In case I leave without information prior to that, I with my own consent declare I shall not claim either salary or any financial commitment from Management towards my side.

This declaration is being given by me with my own consent and clear understanding of the matter.

1. நான் தறக்காலிக வேலைக்கான விதி முறைகளையும், கட்டுப்பாடுகளையும் முழுமையாகப் புரிந்துகொண்டு என்னடைய முழுமனதுடன் சுயமாக முடிவு எடுத்து Layam Flexi Solution நிறுவனம் மூலம் _____ல் தற்காலிக பணியாளராக பணிபுரிய சம்மதிக்கிறேன்.

2. இந்த வேலை தற்காலிகமானது என்பதையும் அதன் பிறகு எனது வேலை எனது வேலைத்திறன் மற்றும் நிறுவனத்தின் தேவையை பொறுத்து முடிவாகும் எனவும் அறிகிறேன்.

3. _____ நிறுவனத்தில் எனது பணி நிறைவான பிறகு Layam Flexi யுடன் எனது பணி தானாகவே எவ்வித அறிவிப்பும் இன்றி முடிவடையும் என்பதையும் ஏற்கிறேன்.

4. ஒரு வேளைஎனது தற்காலிகப்பணி நீடிக்கப்படாமல் போனாலும் நான் எனது பணியை செவ்வனே நிறைவேற்றுவேன் எனவும், _____ நிறுவனத்திலோ, Layam நிறுவனத்திலோ நிரந்தரப்பணி வேண்டி கோரிக்கை வைக்கமாட்டேன் என்றும் உறுதி அளிக்கிறேன்.

5. மேலும் நான் எனது பணிக்காலத்தில் உயர்ந்த கண்ணியத்துடனும், கட்டுப்பாட்டுடனும் பணிபுரிவேன் என உறுதி அளிக்கிறேன். _____ அல்லது Layam நிறுவனம் எனது நடத்தையில் குற்றம், குறைகள்கண்டால் பணி நீக்கம் போன்ற ஒழுங்கு நடவடிக்கைகள் எடுக்கலாம் எனவும் ஒப்புக்கொள்கிறேன்.

6. Layam நிறுவனம் எனக்கு முறையான வாய்ப்பு வழங்கி எனது தரத்து வாதங்களையும் கருத்தில் கொண்டு இயற்கை நீதிக் கோட்பாடுகளின்படி முடிவெடுக்கும் என்பதையும் முழுவதும் அறிகிறேன்.

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7. நிறுவனத்தின் சொத்துக்களுக்கு சேதம் விளைவிக்கும் விதமாக என்னுடைய செயல்பாடுகளோ, பொறுப்பின்மையோ, நடத்தை காரணமாக இருப்பதாக நிர்வாகம் கருதினால் அந்த சேதத்திற்கு உண்டான தொகையை என்னிடமிருந்து வசூலிக்கப்படும் என்பதையும் அறிகிறேன்.

8. பணியைவிட்டு நிற்க வேண்டும் என்றால் 15 நாட்களுக்கு முன்பாக முறையான கடிதத்துடன் Layam அலுவலகரிடம்கொடுக்கவேண்டும்.

9. எந்த முன் அறிவிப்பு மின்றி எனது பணியை விட்டு நான் நின்றுவிட்டால் நான் 15 நாட்களுக்கான பணித் தொகையை Layam நிறுவனத்திற்கு அளிப்பேன் என்றும் உறுதியளிக்கிறேன்.

10. எந்த முன் அறிவிப்புமின்றி விடுப்பு எடுத்தால் நிறுவனத்தால் எடுக்கப்படும் முடிவிற்கு முழு மனதோடு சம்மதிக்கிறேன்

11. நான் Layam நிறுவனத்தினால் தேர்ந்தெடுக்கப்பட்டு _____ ல் ஒப்பந்த முறையில் பணி புரிய அனுமதிக்கப்படுகிறேன் என்னை வேறு பணிக்கு அனுப்புவதற்கு Layam நிறுவனத்திற்கு முழு அதிகாரம் உண்டு.

மேற்கண்டவைகளை முழுமையாக புரிந்து கொண்டு எனது சுயமான முடிவுடன் முற்றிலுமாக ஏற்றுக் கொள்கிறேன்.

महादय,

मै पूरी जानकारी और समझदारी के साथ M/s Layam की नौकरी को स्वीकार करता हूँ । M/s Layam इस संदर्भ मे और आचारण तथा व्यवहार संचिका के बारे में अवगत कराया है ।

मैं धोषित करता हूँ कि मेरे कोई व्यवहार और हरकत जो कि अनुशासन और समाज के दायरे मे न आता है, मैनेजमेन्ट मेरे खिलाफ कार्यवाही जो कि नौकरी से बरखास्त तक करने का हक रखती है ।

मै धोषित करता हूँ कि कोई भी व्यवहार या हरकत डयूटी के बाद में करता हूँ । इसकी जिमेदारी M/s Layam मैनेजभेन्ट की नही होगी ।

मैं धोषित करता हूँ कि इस नौकरी को पाने के लिये मै M/s Layam के कोई भीकर्मचारी को पैसा तोहफा नही दिया हूँ अगर इस बात का कोई भी जानकारी होती है उसकी जिम्मेदारी मेरी होगी ।

मै धोषित करता हूँ कि अगर मुझे नौकरी छोड़नी होगी तो Company Policy के अनुसार मैं नोटिस दूँगा । अगर मै बिना नोटसदिये काम छोड़ता हूँ तो मै अपना तन्ख्वाह मैनेजमेन्ट से दावा नही करूँगा ।

यह धोषाणा मैने पूरी समझदारी और जानकारी के बाद दे रहा हूँ ।

Signature: Pujadhau
Mobile No: 9834598602
Date: 16/8/2022

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माझगांव डॉक शिपबिल्डर्स लिमिटेड
(भारत सरकार का उपक्रम)
Mazagon Dock Shipbuilders Ltd.
(A Govt. of India Undertaking)
डॉकयार्ड रोड, माझगांव, मुम्बई ४०० ०१०
Dockyard Road, Mazgaon,
Mumbai: 400010
Certified - ISO 9001: 2015 For ATS
Contact Number : 022 2376 4151

Ref. No.: BOAT APP Batch 2022 - 23/ (40582)
Date : 13-03-2023

Name: - Mr. Pratik Prakash Shirsat
Address: AT-Malwadi, PO-Meni,
Tal-Shirala, Dist-Sangli,Pin – 415 405

Sub: Engagement of Graduate Apprentice Under Apprentices Act 1961 amended in 1973

Ref: - ADVT/MDLATS/03/2022 -- ENGAGEMENT OF ENGINEERING GRADUATE APPRENTICES UNDER APPREENTICESHIP ACT (AMENDMENT) ACT 1973

Dear Applicant,

With reference to your application and subsequent interview you had with us in Feb-23, we are pleased to select you as **Graduate Apprentice, Branch: Electrical Engineering** in MDL for **One Year Apprenticeship Training**.

Your appointment is subjected to: -

1. At the time of joining you are advised to bring photocopies of certificates in respects of age, qualification, experience, caste and PWD (if applicable) along with the originals and three passport size photographs.
2. You will be on probation for a period of three months from the date of joining.
3. **Your shift time will be 07:30 AM to 05:00 PM**, from Monday to Friday, however you may have to work in any shift or Saturday if required or as decided by your superiors from time to time.
4. In addition to the function related to the above post, the charter of duties will be decided by your superiors.
5. The Training will be covered under the Apprentice Act 1961 (Amended 1973), You will be eligible for a monthly Stipend of **Rs.9000** /- per month during the Training Period and the same will be paid by ECS only and No Cheque will be issued.
6. Apprentices are entitled for maximum 12 days Casual Leave & Medical Leave up to 15 days in a One year of training. Casual Leave not availed shall stand lapsed at the end of the calendar year. Medical Leave shall be granted to an Apprentice who is unable to attend training owing to illness.
7. Absences beyond such leave period will lead to extension / termination of training and non-issuance of Training Certificate.
8. You will be required to strictly follow the dress code of formal pant, shirt & black shoe while reporting for training on daily basis.
9. In the case of candidates claiming to be belonging to Scheduled Caste / Scheduled Tribe/Other Backward Class:
   " The appointment is provisional and is subject to the caste/tribe certificate being verified from prescribed Authority and if the verification reveals that the claim of belonging to Scheduled Caste or Scheduled Tribe or other Backward Class (Not belonging to Creamy layer) as the case may be, is false, the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under provisions of the Indian Penal Code and other Rules, times being in force for production of false certificates".
10. If any of the declarations made and/or documents furnished by you are found to be incorrect/false at any time, you will be liable for disciplinary action as per Company's rules which may result in termination of your apprenticeship training.

11. Your joining in MDL is subject to receipt of satisfactory Police Verification Report (PVR) which is to be **obtained from the Area Police Commissioner / Superintendent of Police** while Joining the Training since MDL being the Defence Organization.
12. The student's insurance on risks while getting trained in MDL shall not be the responsibility of the company (MDL) i.e. (i) An understanding needs to be given indemnifying MDL of all the consequences (Legal, Civil & Criminal) of any untoward happening inside MDL, should a situation arise, (ii) Also a confirmation is requested from you that in case of injury or death of any student during MDL's training and also an explicit confirmation required that MDL will not be held responsible on any account for any unfortunate happening with you & also a confirmation that no claims will be lodged either by you or by your guardians or parents, (iii) Also a confirmation is required authorizing MDL to hospitalize the student in a private hospital in an emergency if the situation calls for, (iv) A confirmation that all such hospitalization charges incurred shall be reimbursed to MDL fully without any demur.
13. On joining the Company, you will devote your whole time and attention to the interests of the Company.
14. You will treat the affairs of the Company and its customers as strict confidential and will not enter into any speculation or become interested in any business or do any trading on your own account without receiving the company's permission in writing.
15. Upon completion of the Apprenticeship period / training, MDL shall have no obligation to offer employment to such apprentices nor can an apprentice claim right for employment on the grounds of completion of Apprenticeship training.
16. Please note that you are required to join MDL on **13-03-2023** in case of acceptance of this offer. In case, you fail to join by the said date, your appointment letter shall stand cancelled automatically.
17. Please confirm within **07** days of the receipt of this letter whether you are interested to join the above post and whether the above-mentioned terms and condition are acceptable to you. As a token of acceptance of the above post, stipend rate and terms/ services condition, please sign the duplicate copy of this letter and return the same to us. In case, we do not hear from you by the said period, it will be constructed that you are not interested in joining Apprenticeship Training in MDL and accordingly this appointment letter will stand cancelled automatically.

We extend co-operation during your training period of one year in MDL to enhance your employability skills to shape future endeavor.

For Mazagon Dock Shipbuilders Ltd,

(S.B. Tiwary)
Additional General Manager (ATS)
Officer-In-Charge

V. B. MALAGI
मुख्य प्रबंधक CHIEF MANAGER
प्रशिक्षु प्रशिक्षण शाला APPRENTICE TRAINING SCHOOL
माझगांव डॉक शिपबिल्डर्स लिमिटेड
MAZAGON DOCK SHIPBUILDERS LIMITED

N.B: A Public Grievance Cell has been set up in the Company. Members of the public having complaints or grievances are advised to contact the Grievance Cell.

II

I hereby accept without any reservation the above-mentioned terms of engagement, which have been fully understood by me. The original of this appointment letters is in my possession.

_____
(SIGNTAURE)

Date: __ / __ / 2023 Full Name _____

महावितरण (TM)
महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित
(महाराष्ट्र शासन अंगीकृत)
CIN: U40109MH2005SGC153645

स्वातंत्र्याचा अमृत महोत्सव

मुख्य अभियंता, बारामती परिमंडल यांचे कार्यालय,
'ऊर्जाभवन'' दुसरा मजला, भिगवण रोड बारामती,
दुरध्वनी क्रमांक : वै.०२११२-२४४७७१, का.०२११२-२४४७७२,
फॅक्स - ०२११२-२४४७७३ का.०२११२-२४४७७४,
E-mail: cebaramati@mahadiscom.in Website: www.mahadiscom.in

जा.क्र./मुअ/बाप/मासंवि/ No - 4200 दिनांक :- 05 DEC 2022

शिकाऊ उमेदवारी नियुक्ती पत्र

प्रति,
श्री. ऋषिकेश वसंत जोंधळे,
मु. जोंधळेवाडी, पो. रेठरे, शाहुवाडी ता.जि.सोलापुर

विषय : शिकाऊ उमेदवारी अधिनियम १९६१ अंतर्गत, सन २०२२-२३ करिता पदवीधारक विद्युत अभियांत्रिकी उमेदवार म्हणून नियुक्तीबाबत.

महोदय/महोदया,

आपली विद्युत अभियांत्रिकी पदवीधारक प्रशिक्षणाकरीता शिकाऊ उमेदवार म्हणून एक वर्ष कालावधी करीता खाली नमूद केलेल्या अटी व शर्तींच्या आधीन राहून निवड करून नियुक्ती पत्र देण्यात येत आहे.

१. आपली नियुक्ती शिकाऊ उमेदवारी अधिनियम, १९६१ व त्यास संलग्न नियमातील बदलाच्या अधिपत्याखाली राहील.
२. आपणास दरमहा विद्यावेतन रू.९०००/- इतके मिळेल.
३. शिकाऊ उमेदवार म्हणून नियुक्तीच्या ठिकाणी हजर होतांना आपणांस प्रवासभत्ता अगर इतर कोणताही भत्ता मिळणार नाही किंवा आपण विद्यावेतना शिवाय कोणत्याही भत्यास पात्र नाही.
४. शिकाऊ उमेदवारी अधिनियम १९६१ मधील इतर अटी व शर्ती ही आपणांस बंधनकारक राहतील.
५. शिकाऊ उमेदवार म्हणून हजर होतांना आपणांस खालील नमूद केलेल्या कागदपत्राच्या **एक (१)** साक्षांकीत केलेल्या छायांकीत प्रती सादर करणे आवश्यक आहे.
   * कोणत्याही दोन जबाबदार व्यक्तीचे (नातलगाव्यतिरिक्त) आपले चारित्र्याबदलचे दाखले/ शपथ पत्र (ओथ ऑफ ॲलिजन्स)
   * पदवी विद्युत अभियांत्रिकी परीक्षा पास असल्याचे गुणपत्र/प्रमाणपत्र.
   * जिल्हाशल्य चिकित्सक किंवा नोंदणीकृत वैद्यकीय अधिकारी (M.B.B.S.) यांनी दिलेला शारिरीक पात्रतेबाबतचा दाखला स्वखर्चाने सादर करणेचा आहे.
   * एस.एस.सी.प्रमाणपत्र (जन्मतारीखेसाठी) /जन्म दाखला/शाळा सोडल्याचा दाखला.
   * मागासवर्गीय उमेदवारांसाठी जातीच्या दाखल्याच्या साक्षांकीत केलेली छायांकीत प्रत.
६. शिकाऊ उमेदवार यांनी एक वर्ष महाराष्ट्र राज्य विद्युत वितरण कंपनीमध्ये प्रशिक्षण घेणेचे आहे. प्रशिक्षण कालावधी पूर्ण होण्यापूर्वी जर आपणांस स्वइच्छेने राजीनामा द्यावयाचा असेल तर सक्षम अधिकारी नियमानुसार जी रक्कम नुकसान भरपाई म्हणून असेल ती रक्कम कंपनीस देणे बंधनकारक राहील.
७. शिकाऊ उमेदवारी अधिनियम १९६१ मधील तरतुदीनुसार आपण रजा मिळणेस पात्र आहात.
८. **एक वर्ष शिकाऊ उमेदवारी पूर्ण केलेनंतर आपणास महावितरण कंपनीत नोकरीसाठी हक्क सांगता येणार नाही.**
९. आपली पदस्थापना **उपविभागीय कार्यालय, कराड शहर** येथे करण्यात आलेली आहे.
१०. तसेच, आपण रुजू झालेनंतर ताबडतोब www.mhrdnats.gov.in या संकेत स्थळावर आपली नोंदणी केलेबाबतचा दस्तऐवज (**My Profile** मधील **Enrollment ID** ची झेरॉक्स प्रत) तात्काळ संबंधीत विभागीय कार्यालयास सादर करण्यात यावा. अन्यथा, आपणास विद्यावेतन अदा केले जाणार नाही, याची नोंद घ्यावी. उपरोक्त सर्व अटी/ शर्ती मान्य असतील, तर आपण अट क्रमांक ५ मधील सर्व कागदपत्रांची पूर्तता केल्यानंतर आपणांस पदस्थापना दिलेल्या ठिकाणी दिनांक **०९.१२.२०२२** रोजी किंवा तत्पुर्वी कामावर रुजू व्हावे अन्यथा विहित कालावधीत आपण हजर झाला नाही तर सदरचा आदेश रद्द समजला जाईल व त्यानंतर आपली व्यक्तीगत पातळीवरील कोणतीही सबब ऐकली जाणार नाही अगर कोणताही पत्रव्यवहार केला जाणार नाही याची नोंद घ्यावी.

आपला विश्वासू

(पांडुरंग औ. वेळापूरे)
सहाय्यक महाव्यवस्थापक (मासं)
बारामती परिमंडल, बारामती.

प्रत सादर :
१. अधीक्षक अभियंता, म.रा.वि.वि.कं.मर्या., मंडल कार्यालय, बारामती/सोलापुर/सातारा.
२. सहाय्यक महाव्यवस्थापक (मासं-भरती विभाग)
   एक्स्टेला बॅट्रीज विस्तार इमारत, प्लाट नं.१, धारावी रोड, माटुंगा रोड, मुंबई,
३. सहाय्यक प्रशिक्षण निदेशक, शिशु प्रशिक्षण मंडल, सायन मुंबई.

प्रत रवाना :
कार्यकारी अभियंता, म.रा.वि.वि.कं.मर्या., विभागीय कार्यालय, कराड.
------ यांना सूचित करणेत येते की, प्रशिक्षणार्थीचे विद्यावेतन हे आपल्या स्तरावर संबंधितास अदा करणेत यावे.

TATA

HR/Tata Autocomp, IPD-160390

02nd November ,2022

To,
Mr Shubham Korade
At Post Shanivar Peth Karad
Satara-415110.

Dear Shubham,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer training in the Position of **Graduate Apprentice Trainee** in our organization with effect from **02nd November ,2022** on the following terms and conditions:

1. Stipend:
During the trainee period you will be paid **Rs.12500/-p.m. (Twelve Thousand and Five Hundred Rupees Only)** During the Apprentice Training You will not be entitled to any other allowances, bonus, incentive or benefits.

2. Period of Training
You will be on training for a period of one year from the date of joining, and will stand automatically terminated on **01st November ,2023** after your duty hours. During your training period your progress would be reviewed periodically.

3. Medical Fitness
This offer is subject to your being, found medically fit by the company doctor.

4. Apprentices Act
You will be covered under Apprentices Act, 1961 and you will be entitled to all the benefits applicable under this act

5. Transfer
You will be liable to be transferred to any other department or establishment or branch or Subsidiary of the company in India or abroad. In such a case, you will be governed by the terms and conditions of service of applicable to the new assignment.

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6. Shift Working
While you are with us you will undertake to abide by all the rules and regulations of the Company as applicable to you. You may be called for training in shifts as per the requirement of the company.

7. Leave
You will be entitled to 12 days casual leave to be availed only by prior permission during the training period of one year. Absenteeism beyond these limits will lead to extension of the training period.

8. Reimbursement of Stipend/Discontinuation of Training
As agreed by you, it is understood that you will not proceed for higher studies during the training period. However, in the event of your leaving to us to do so, you will reimburse to us cumulative stipend paid to you.

9. Notice Period
During the training period, this contract is terminated by either party with 'Fifteen days' notice in writing or Fifteen days stipend in lieu thereof. Your notice of separation must be addressed to Human Resources, who will decide in the matter.

10. Conflict of Interest
You will not seek any full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during the training with the Company and for the period of 12 month after cessation of your employment with the company.

11. Other Work
Your position with the company calls for whole time employment and you shall devote yourself exclusively to the business of the company. You will not take any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (expect as shareholder or debenture holder) in any other trade or business, during your employment with the Company, without written permission from the company.

12. Confidential Information
You will not, at any time without the consent of the Company disclose or divulge or make public, expect under legal obligation, any information or research carried out whether they may be confided to you or become known to you in course of your service or otherwise.

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13. On Termination

On termination of this contract, you will immediately give up to the Company all correspondence, specification, formulae, books, documents, market data, cost data, literature, drawing, effects or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.

14. General

The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company applicable to the Company's trainee and are subject to amendments and adjustments from time to time.

Kindly communicate your acceptance by signing the duplicate copy and returning it to us along with 3 copies of recent passport size photographs. Please also submit one photocopy each of your SSC, HSC, Diploma certificate/Mark sheet and the latest Degree Certificate/Marks sheet at the time of your joining.

Thanking you,
Yours faithfully,

For Tata AutoComp Systems Ltd.,
Interiors & Plastics Division

A. S. Hasabnis

Amarendra Hasabnis
Sr. Manager – Human Resources

TATA AUTOCOMP SYSTEMS LIMITED
INTERIORS AND PLASTICS DIVISION
Plot No.31, D-II Block, MIDC, Chinchwad East, Pune 411 019.
Tel : 91 20 6613 4874 website : www.tataautocomp.com CIN : U34100MH1995PLC093733
Registered Office : TACO House Damle Path Off Law College Road Pune 411 004 India

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महावितरण (TM)
महाराष्ट्र राज्य विद्युत वितरण कंपनी मर्यादित
(महाराष्ट्र शासन अंगीकृत)
CIN: U40109MH2005SGC153645
स्वातंत्र्याचा अमृत महोत्सव

मुख्य अभियंता, बारामती परिमंडल यांचे कार्यालय,
'ऊर्जाभवन'' दुसरा मजला, भिगवण रोड बारामती,
दुरध्वनी क्रमांक : वै.०२११२-२४४७७१, का.०२११२-२४४७७२,
फॅक्स - ०२११२-२४४७७३ का.०२११२-२४४७७४,
E-mail: cebaramati@mahadiscom.in Website: www.mahadiscom.in

जा.क्र./मुअ/बाप/मासंवि/ No - 4204 दिनांक :-

शिकाऊ उमेदवारी नियुक्ती पत्र

प्रति,
श्री. प्रथमेश शशिकांत चाळके ,
मु.पो. प्लॅट नं. २१ धनराज हाईट्स सैदापुर ता. कराड जि.सोलापुर

विषय : शिकाऊ उमेदवारी अधिनियम १९६१ अंतर्गत, सन २०२२-२३ करिता पदवीधारक विद्युत अभियांत्रिकी उमेदवार म्हणून नियुक्तीबाबत.

महोदय/महोदया,

आपली विद्युत अभियांत्रिकी पदवीधारक प्रशिक्षणाकरीता शिकाऊ उमेदवार म्हणून एक वर्ष कालावधी करीता खाली नमूद केलेल्या अटी व शर्तीच्या आधीन राहून निवड करून नियुक्ती पत्र देण्यात येत आहे.

१. आपली नियुक्ती शिकाऊ उमेदवारी अधिनियम, १९६१ व त्यास संलग्न नियमातील बदलाच्या अधिपत्याखाली राहील.
२. आपणास दरमहा विद्यावेतन रू.९०००/- इतके मिळेल.
३. शिकाऊ उमेदवार म्हणून नियुक्तीच्या ठिकाणी हजर होतांना आपणांस प्रवासभत्ता अगर इतर कोणताही भत्ता मिळणार नाही किंवा आपण विद्यावेतना शिवाय कोणत्याही भत्यास पात्र नाही.
४. शिकाऊ उमेदवारी अधिनियम १९६१ मधील इतर अटी व शर्ती ही आपणांस बंधनकारक राहतील.
५. शिकाऊ उमेदवार म्हणून हजर होतांना आपणांस खालील नमूद केलेल्या कागदपत्राच्या **एक (१)** साक्षांकीत केलेल्या छायांकीत प्रती सादर करणे आवश्यक आहे.
   * कोणत्याही दोन जबाबदार व्यक्तीचे (नातलगाव्यतिरिक्त) आपले चारित्र्याबदलचे दाखले/ शपथ पत्र (ओथ ऑफ ॲलिजन्स)
   * पदवी विद्युत अभियांत्रिकी परीक्षा पास असल्याचे गुणपत्र/प्रमाणपत्र.
   * जिल्हाशल्य चिकित्सक किंवा नोंदणीकृत वैद्यकीय अधिकारी (M.B.B.S.) यांनी दिलेला शारिरीक पात्रतेबाबतचा दाखला स्वखर्चाने सादर करणेचा आहे.
   * एस.एस.सी.प्रमाणपत्र (जन्मतारीखेसाठी) /जन्म दाखला/शाळा सोडल्याचा दाखला.
   * मागासवर्गीय उमेदवारांसाठी जातीच्या दाखल्याच्या साक्षांकीत केलेली छायांकीत प्रत.
६. शिकाऊ उमेदवार यांनी एक वर्ष महाराष्ट्र राज्य विद्युत वितरण कंपनीमध्ये प्रशिक्षण घेणेचे आहे. प्रशिक्षण कालावधी पूर्ण होण्यापूर्वी जर आपणांस स्वइच्छेने राजीनामा द्यावयाचा असेल तर सक्षम अधिकारी नियमानुसार जी रक्कम नुकसान भरपाई म्हणून असेल ती रक्कम कंपनीस देणे बंधनकारक राहील.
७. शिकाऊ उमेदवारी अधिनियम १९६१ मधील तरतुदीनुसार आपण रजा मिळणेस पात्र आहात.
८. **एक वर्ष शिकाऊ उमेदवारी पूर्ण केलेनंतर आपणास महावितरण कंपनीत नोकरीसाठी हक्क सांगता येणार नाही.**
९. आपली पदस्थापना **उपविभागीय कार्यालय, कराड-२** येथे करण्यात आलेली आहे.
१०. तसेच, आपण रुजू झालेनंतर ताबडतोब www.mhrdnats.gov.in या संकेत स्थळावर आपली नोंदणी केलेबाबतचा दस्तऐवज (**My Profile** मधील **Enrollment ID** ची झेरॉक्स प्रत) तात्काळ संबंधीत विभागीय कार्यालयास सादर करण्यात यावा. अन्यथा, आपणास विद्यावेतन अदा केले जाणार नाही, याची नोंद घ्यावी. उपरोक्त सर्व अटी/ शर्ती मान्य असतील, तर आपण अट क्रमांक ५ मधील सर्व कागदपत्रांची पूर्तता केल्यानंतर आपणांस पदस्थापना दिलेल्या ठिकाणी दिनांक **०९.१२.२०२२** रोजी किंवा तत्पुर्वी कामावर रुजू व्हावे अन्यथा विहित कालावधीत आपण हजर झाला नाही तर सदरचा आदेश रद्द समजला जाईल व त्यानंतर आपली व्यक्तीगत पातळीवरील कोणतीही सबब ऐकली जाणार नाही अगर कोणताही पत्रव्यवहार केला जाणार नाही याची नोंद घ्यावी.

आपला विश्वासू

(पांडुरंग औ. बेळापूरे)
सहाय्यक महाव्यवस्थापक (मासं)
बारामती परिमंडल, बारामती.

प्रत सादर :
१. अधीक्षक अभियंता, म.रा.वि.वि.कं.मर्या., मंडल कार्यालय, बारामती/सोलापुर/सातारा.
२. सहाय्यक महाव्यवस्थापक (मासं-भरती विभाग)
   एक्स्टेला बॅट्रीज विस्तार इमारत, प्लाट नं.१, धारावी रोड, माटुंगा रोड, मुंबई,
३. सहाय्यक प्रशिक्षण निदेशक, शिशु प्रशिक्षण मंडल, सायन मुंबई.

प्रत रवाना :
कार्यकारी अभियंता, म.रा.वि.वि.कं.मर्या., विभागीय कार्यालय, कराड.
------ यांना सूचित करणेत येते की, प्रशिक्षणार्थीचे विद्यावेतन हे आपल्या स्तरावर संबंधितास अदा करणेत यावे.

Oswal Pumps Lt
An ISO 9001 Certified Co
Oswal Estate, NH-1, Kutail Road, P.O. Kutail-1
Madhuban, Distt. KARNAL (Haryana
Ph. : +91 1748 257
CIN : U74999DL2003PLC1
URL : www.oswalpump

APPOINTMENT LETTER

Dt.20-02-2020
To ,
Mr.RUSHIKESH DIPAK RAUT
TARUKH,TARUKHA,(SATARA) (MH)

Dear sir,

To whom so ever it may concern

This is to certify that you are appointed in our company in Sheet metal Department as Solar Service Engineer.
We have pleasure to offer you the service in our Company on the following terms & conditions:

1.You shall be paid Basic salary Rs.12000/ Per month from the date of joining (20-02-020).
2. T.A. 2.0 rs per km
3. PF and other taxes extra as per Govt. norms.
4.Any disputes or difference whatsoever relating to the service shall be settled by arbitration in accordance. The venue for arbitration shall be Karnal(Haryana)
5. Any clause/part of this letter may be modified by the Management.
In token of your acceptance. Please sign the declaration given below:

Thanking You !

Yours Faithfully.

For Oswal Pumps Ltd.Karnal

Head Sheet Metal Division

I have read over the terms and condition of the appointment letter and accept same without any reservation.

Signature
(RUSHIKESH DIPAK RAUT)

KUNAL ASSOCIATES

INDUSTRIAL LABOUR CONTRACTOR & PLACEMENT SERVICES

02.04.2023

Mrs Dhanshree Vilas Pimpale

Dear Dhanshree

We refer to your application and the subsequent interview. We are pleased to appoint you in our organization as Production Unskilled from 01.04.2023, on the following terms.

1. You will be deputed to our client M/s. Inteva Product India Automotive Pvt Ltd.., at their plant located at Chakan MIDC Phase 4 and shall be entrusted with the responsibilities pertaining to the assignments explained to you at the time of interview and assignments given to you by the management from time to time.

2. You shall be entitled for Wages as given below

Sr.No	Particular	Amt
1	Basic	14010
2	DA	775
(A)	Total BA+DA	14785
3	HRA @ 5%	739
4	Conveyance Allowance	0
5	Leave @ 5%	739
(B)	Total	16263
	Employee Deduction	
7	PF @ 12% (A)	1774
8	ESIC @ 0.75 % (B)	122
10	PT	0
11	Total Deduction	1896
12	Take Home Salary	14367

Regd.Off : "Kohinoor Center" A Wing, 2nd Floor, Off.No. 2,Chakan,Dist.Pune - 410501. **Branch Off.**: Opp.Bhairvnath Temple, Sanaswadi, Tal.Shirur, Dist. Pune - 410 208.
Ph.No.02135 - 249 575, E-mail ID :. kunalassociates2008@gmail.com

In addition to the above you will be entitled for Provident Fund, Workers compensation policy and other benefits as per the Act.

3. You will be whole time employee of our organization and shall not engage in any work or business directly or indirectly without prior permission of management.

4. Your services are liable to be transferred from one place to another and/ or from one client to another purely at discretion of the management.

5. Your appointment and continuance in the employment will always be subject to your being medically fit.

6. You will be bond by the rules, regulations and office orders in force and framed from time to time in relation to your service conditions, which will from part of your terms of employment.

7. You shall abide by the instructions of your superiors in regards to performance of duties and the rules pertaining to discipline prevailing in the establishment.

8. Your address as indicated in your application for appointment shall be deemed to be correct for sending any communication to you and every communication.

9. You will be on deputation at our clients' plant for the period of 6 months, the client will review your performance in first 6 months, if your performance is satisfactory then they will extend the agreement for another month. You will be employee of Ms. Kunal Associates. and will not be entitled to claim or demand an employee relationship with Inteva Product India Automotive Pvt Ltd.. or any other organization you are deployed.

10. If you choose to leave services you will have to give One month notice or Salary in lieu thereof.

In case the above offer is acceptable to you, please sign the copy in token of your having accepted the same.

Yours faithfully,
For Kunal Associates

KUNAL ASSOCIATES

Authorised Signatory

Accepted

Authorized Reliance RESQ Service Centre
KRISHNA ENTERPRISES
AF-3, Scheme No. 54, Vijay Nagar,
Behind Hotel Golden Gate, Indore - 452 010
Phone: 0731-4028674, email : sbp.ind1@resq.in

Ref. No.

Date: .....

Offer Letter

Date: **20-07-2022**

MR. Kalugade Shrikant Shankar,

At-Bharewadi post-Yelgaon Tal-karad _
Dist-Satara 415111

Dear **Shrikant,**

*We are pleased to offer y*ou the position of **SLP ENGINEER** in our organisation KRISHNA ENTERPRISES **(ResQ SLP Team).**

Your immediate **Service Manager** will be **NIKHIL SHINDE,** We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary :-**
- **Annual Gross Salary - Rs. 1,92,000/-**
- **Monthly Gross Salary - Rs. 16,000/-**

This letter is indicating your acceptance to join.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our **Indore office by Commercial Officer Team.**

Please submit the following soft copy of documents to SLP Commercial Officer at the time of your joining by through on this mail id- (**slpkrishnaenterprises@gmail.com**)

Authorized Reliance RESQ Service Centre
KRISHNA ENTERPRISES
AF-3, Scheme No. 54, Vijay Nagar,
Behind Hotel Golden Gate, Indore - 452 010
Phone: 0731-4028674, email : sbp.ind1@resq.in

Ref. No.

Date: .....

SLP ENGINEER TERMS & CONDITION

NOTE: WE APPOINTED YOU IN OUR MANAGEMENT TEAM AS **SLP ENGINEER** AS PER THE FOLLOWING TERMS & CONDITION.

1. YOUR INCREMENTS AND PROMOTIONS WILL BE MADE ON THE BASIS OF PERFORMANCE AND WILL BE AT THE SOLE DISCREATION OF THE COMPANY.
2. YOU WILL BE ON PROBATION FOR A PERIOD OF THREE MONTHS FROM THE DATE OF YOUR JOINING.
3. HOWEVER DURING THE PERIOD OF YOUR PROBATION, OR AFTER YOUR CONFIRMATION IN CASE OF BREACH OF THE DISCIPLINARY RULES OF THE COMPANY OR MISCONDUCT, YOUR SERVICES ARE TERMINABLE WITH IMMIDIATE EFFECTS.
4. YOU SHALL HONESTLY AND DILIGENTLY PERFORM YOUR DUTIES IN ACCORDANCE WITH THE INSTRUCTION AS PER THE DIRECTION OF THE MANAGEMENT OR THROUGH THEIR DELEGATED AUTHORITY.
5. YOU SHALL ALWAYS BE ALIVE TO THE RESPONSIBILITIES AND DUTIES ATTACHED TO AN APPOINTMENT IN THIS CATEGORY OF THIS COMPANY AND CONDUCT YOURSELF.
6. YOU WILL BE BOUND BY ANY RULES, REGULATIONS, OFFICE ORDERS, AND CIRCULARS IN EXISTENCE AND FRAMED BY THE COMPANY FROM TIME TO TIME IN RELATION TO YOUR SERVICE CONDITIONS, WHICH WILL FORM PART OF YOUR TERMS OF EMPLOYMENT.

YOUR JOINGING IS DONE WITH ABOVE TERMS & CONDITIONS IN THIS ORGANIZATION.

For: Krishna Enterprises

KRISHNA ENTERPRISES INDORE

Authorized Signatory

Authorized Reliance RESQ Service Centre
KRISHNA ENTERPRISES
AF-3, Scheme No. 54, Vijay Nagar,
Behind Hotel Golden Gate, Indore - 452 010
Phone: 0731-4028674, email : sbp.ind1@resq.in

Ref. No.

Date: .....

Notice- Period Requirements

Employees who resign from ResQ- SLP ENGINEER are responsible for providing appropriate written notice of their intent to resign. The notice establishing theend of employment date must be presented to the manager. If the notice of intent to resign is given verbally to the manager, the manager will confirmthe acceptance of the resignation in writing.
Notice requirements:

- Employees are required to give at least a one month working notice.
- Managers are not required to allow an employee to rescind a resignation,whether given verbally or in writing, once the resignation has been accepted.
- Managers may choose to pay the employee through the notice period inlieu of requiring the working notice.
- If an employee provides less notice than is required, the employee may bedeemed ineligible for rehire.
- Employee has to submit all rental tools which he received at the timejoining.
- If any tool is missing or damaged, in this case the employee has to provide thattool on his cost while submitting tools.
- Employees are required to be present on his notice period and if he is foundabsent so notice period will be forwarded to increase.

In this notice period employees were not allowed to deny any official order or work which is given by his manager.

ENTRY PERMIT

EP NO :PPRR00380131 Valid upto: 31-Mar-2024



CHETAN TANAJI KALUGADE

Contractor:Equator Property Manage

Contractor Code: 10115890

Contact No: 8600080045

Blood Group: B+

Address: BHAREWADI TA KARAD, C

Date Of Birth :06-Oct-2000

Work Area : FMNOC Suppdrade : FMNOC HELPDE

Current Site

RCP Signature of Cardholder/Issuing Authority

Telephone No. : 02550-282527

फैक्स संख्या : 02550-282504
Fax No : 02550-282505

All Correspondence to be addreesed to the GM

भारत सरकार, रक्षा मंत्रालय
Government of India, Ministry of Defence
रक्षा अनुसंधान एवं विकास संगठन
Defence Research & Development Organisation
ऊर्जस्वी पदार्थ ऊन्नत केंद्र
Advanced Centre for Energetic Materials
अंबे हिल, ओझर, नासिक. ४२२ २०७ (भारत)
Ambe Hill, Ozar, Nasik- 422 207

No. ACEM/HRD/APPRENTICESHIP/I

Dated 04th May 2023

To

Name of the Trainee	:	**Ms. Nadira Harun Mulla**
Email ID	:	**mullanadira2000@gmail.com**
Mobile No.	:	**9325419383**
Category / Branch	:	**BE/B Tech in Electrical & Electronics Engineering**

OFFER OF ACCEPTANCE FOR APPRENTICESHIP TRAINING AT ACEM, DRDO UNDER THE APPRENTICES ACT OF 1961 AS AMENDED IN 1961, 1973 & 2014

1. Reference our advertisement vide ACEM/HRD/APPRENTICESHIP/2022-23 & your application for Apprenticeship Training, and based on the merit list, you are provisionally selected for the Apprenticeship in ACEM, Nasik (DRDO) on the following terms & conditions:-

   a) The Apprenticeship Training will be for **one year** only.

   b) You will be paid the monthly prescribed stipend as per National Apprenticeship Training scheme of Govt. of India.

   (i) Graduate Apprentice (B.E / B.Tech/ B.Sc / BLIS) – Rs 9000 /-

   c) The offer of Apprenticeship Training will not confer any right on you for temporary or regular appointment in DRDO. The period of training rendered as Apprentice will not count for the purpose of seniority, or for counting the length of the service in DRDO or other Govt. benefit in case of your appointment at a later date.

   d) You shall take an oath or make a solemn affirmation of allegiance to the Constitution of India and also take oath of secrecy.

   e) Please note that this offer is provisional and is subject to the verification of your eligibility conditions for Apprenticeship Training & documents verification at the time of joining.

   f) No TA/DA will be provided for reporting at ACEM, Nasik.

   g) No transport/ accommodation will be provided by ACEM, Nasik during the apprenticeship period.

   h) The Apprenticeship may be terminated at any time in case of indiscipline, misconduct, unconstitutional behavior or Indulge in inappropriate activities.

2. Acceptance of offer letter shall be intimated to HR, ACEM via e-mail (apprentice.acem@gov.in) on or before **07.05.2023**. In case of **non-acceptance**, a reply with **reason of non-acceptance** may be sent via e-mail (apprentice.acem@gov.in). It is requested to **strictly** follow the **timeline** of reply. If no acceptance received by 07.05.2023 then offer for apprenticeship will be canceled.

3. If you accept the offer, then you are required to report for document verification and joining for Apprenticeship Training followed by contract creation (in NATS portal) at HRD Cell, ACEM, Nasik at **0930hrs on 15th May 2023**.

Scanned with OKEN Scanner

HRD/3T/1003565294/22-23 October 11, 2022

Mr. Dhairyashil Salunkhe
A/Pkivaltal.
Satara
Karad-415106
India

Ph: +91-9168443146

Dear Dhairyashil,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by RICHARD GERARD LOBO
Date: 2022.10.14 15:07:11 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1003565294/22-23 October 11, 2022

Mr. Dhairyashil Salunkhe
A/Pkivaltal.
Satara
Karad-415106
India

Ph: +91-9168443146

Dear Dhairyashil,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **19-Dec-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month.The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month`s notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2021-22. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company`s discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by RICHARD GERARD LOBO
Date: 2022.10.14 15:07:11 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Dhairyashil Salunkhe**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Dhairyashil Salunkhe**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Genius Consultants Ltd.
Regd. & Corporate Office :
Synthesis Business Park Tower, 1C, 1st Floor,
CBD/1, Action Area - II, New Town, Kolkata -157, INDIA
CIN No.: U74140WB1993PLC059586
Ph. : 6607 5801 - 02
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

Date- 23-Aug-2022

To,

Vishwajeet Laxman Ghatage

Address: Mumbai

SUB: OFFER OF ENGAGEMENT

Dear Vishwajeet Laxman Ghatage,

The management pleased in offering you a temporary contractual assignment as **"Junior Engineer".** Please note that the assignment terms contained in this letter are subject to Company policy.

You will be detailed & deputed at **M/s Jones Lang LaSalle Property Consultants (India) Pvt. Ltd(Accenture)** with effect from **26-Aug-2022** at **Mumbai** and with compensation of **Rs.20090/- CTC P.M.**

On the date of your joining, please ensure to submit the following documents to our office:

1. A copy of your letter of appointment from the previous employer
2. Four recent passport-sized colour photographs.
3. Information on your blood group.
4. A copy of your Age Proof Certificate.
5. A copy of your ID Proof Certificate (PAN, AADHAR, PASSPORT)
6. Educational Certificates (Class Xth and above) - both original & photocopies.
7. Medical Fitness Certificate in original.
8. No Criminal Record from local Police Station. / Self Declaration
9. Copy of Address Proof.
10. Copy of Relieving Letter / Experience Certificate from the previous employer.
11. Copy of Salary Certificate / TDS Certificate / Total earnings of the Financial Year from the previous employer.

The detailed **contractual Letter of Assignment** will be issued only after your reporting at the designated worksite so may be instructed. **We look forward to your joining our team for a long and successful association.**

In event you fail to provide the aforementioned documents within 7 days of receipt of this letter and/or any of the information so may be provided by you found wrong, this Offer stands cancelled/ rescinded.

Yours Sincerely,
For **GENIUS CONSULTANTS LTD.**



Authorized Officer

RECEIVED & ACCEPTED
The above terms are agreeable
I will join on and from 26-Aug2022

SODEXO/25013831/2023/856939
06, April 2023

Offer Letter

Dear Samir Vasant Kadam

Following your recent interview, we are pleased to offer you the position of **Technician** on a Fixed Tenure Contract within our organization in India for our business activities of Facilities Management and Multi-services. Your initial place of posting will be at our site **"JOHN DEERE-PV&V-SANASWADI".**

Your Detailed Appointment letter with Salary detail will be offered to you on or before joining.

PF, ESI, Bonus will be paid as per Law and Rules applicable. No other allowance will be paid unless confirmed in writing. You will be liable to be transferred anywhere in our existing or future units.

Your service contract will automatically come to an end on completion of one year from your date of joining. Your contract will automatically get terminated earlier in the event our contract with our client comes to an end before the expiry of your service contract, for whatsoever reasons. You will be expected to join the organization on or before **11-04-2023.**

Please sign a duplicate copy of this letter as a token of your acceptance of the offer. We look forward to welcoming you to our organization.

Yours Sincerely.

Sodexo India Services Private Limited.

Authorized Signatory

GESELLSCHAFT FÜR NUMERISCHE SIMULATION gns

Date: 10-02-2023

To,
S/o- Mr. Shamrao Pawar,
Polwadi,Shirale Tarf Warun,
Kolhapur,
Maharashtra-416214

Appointment Letter

Dear Mr. Ganesh Pawar,

We are pleased to appoint you as **Trainee Engineer-CAE** in our organisation in Pune on following terms and conditions with effect from **06-02-2023**.

1. Your consolidated salary will be **Rs.2,50,000/- Per Annum** (Two Lakh Fifty Thousand Only) details are mentioned in Annexure. This will be your aggregate CTC including of employer and employee Provident Fund, Medical Contribution, Canteen Allowance & Gratuity as per govt. norms etc.

2. You will be on probation in the first instance for a period of Six months from the date of joining. During the period of your training and probation, your services may be terminated by giving you 24 hours' notice or salary in lieu thereof. If your services are found unsatisfactory, the Company may, but is not bound to extend your probationary period. Based on successful completion of probation period, you will be eligible for salary increase.

3. During first three months, you are expected to undergo training for a period six day per week and will be not be eligible for any paid leaves during the training period. After finishing of the training period, you will need to undergo the test which will be based on training and if you are not able to clear this test, you will be deemed as unfit for employment.

4. Your working days for one year after joining will be 6 days working(Monday to Saturday).

5. If you discontinue the service within 27 months (including 3 months training) period from your date of joining, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other expenses. You will be required to sign an undertaking to that effect before you join the company.

6. During your employment, you will be subject to the standing orders and/or service regulations applicable from time to time to the establishment where you are required to work. Your service conditions will be as per applicable to local labour laws.

7. Your services are transferable at short notice to any branch, office, works or client site in India or abroad. In the event of your transfer, the terms and conditions of employment outlined herein shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.

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8. The Company may from time to time provide you training through current employees, trainers or clients. If you discontinue the service within One-year period, the company reserves the right to recover the amount of rupees one lakh incurred for training and other related expenses.

9. The Company may from time to time send you for training overseas. After successful completion of training/assignment, you will be required to come back to India and work for the Company for a minimum period of Two year. If you discontinue the service within that Two-year period, the Company reserves the right to recover twice the amount incurred for your travel, Training, allowances and other living expenses. You will be required to sign an undertaking to that effect prior to being sent overseas.

10. **Confidential:** During the continuance of your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors of the Company or their authorized representatives) your salary, increments and emoluments, as also all such secrets or confidential information of any description acquired by you while in our service concerning the business, process of manufacture, business practices or affairs of the Company or any of its associates or branches, their customers and suppliers.

11. Although your normal work will consist of duties assigned to you in the capacity as mentioned Upon termination of your employment, you will return to the Company all tools, papers, literature, documents and any other articles and/or copies thereof belonging to the Company, which may at that time be in your possession.

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

13. The Company may, terminate your service by giving you one-month notice or salary in lieu of notice if performance found unsatisfactory however, that no notice or salary in lieu of notice will be required to be given in case of your services are terminated for any misconduct . Should you however, desire to sever connection with the Company, it will be necessary for you to give three-month notice to the Company of your intention to do so.

14. In case of resignation, salary for one particular month will be kept on hold and it will be disbursed at the time of Full and final settlement .

15. The Company holds the right to withhold the full & final settlement as well as the relieving documents if the notice period policy is not adhered to.

16. Any employee who intends to resign after availing medical benefits for his/her parents, will be liable to follow rules as per the company policy.

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17. You may not, without the consent of the Company, seek employment with any client or supplier of the Company, for a period of twelve months, after severing your connections with the Company.

18. Any employee deputed at the client site/location will need to follow rules & regulations as per the company where they are deputed.

19. You will retire from the Company's services at the age of sixty years.

20. You will entitle to take leaves as per rules of the company.

21. In addition to the employment terms & conditions mentioned herein, all other standard & general rules, practices and policies of the company as existing now & which may be amended from time to time shall be applicable to you.

22. Salary Increment Eligibility: Only confirmed employees will be eligible for increment which would be effective from 1st of April every Year. For Trainee Engineers, salary revision is after 1 yrs excluding 3-month training period.

23. Any employee joining the company, will have to bear the cost for four-wheeler parking on his/her own on monthly basis as company will not be responsible for the same.

Your assignment entails **CAE** responsibilities, and this has been reflected in your compensation. We have every hope of your fulfilling our expectations as a member of our **CAE** team by continuously contributing towards achieving the goals of the company and that your performance will be satisfactory in all respects.

Please sign and return to us the enclosed duplicate copy of this letter in token of your acceptance of the terms contained herein.

For GNS Engineering India Private Limited

GNS ENGINEERING INDIA PVT. LTD. PUNE 412 105

Sanjay Panwar
Managing Director

Acknowledged and accepted:

Date:

Signature of Candidate

GNS Engineering India Pvt Ltd.

Reg. Office: Bunglow L-1 | Culture Crest Society| Sector No. 6| Pradhikaran | Moshi | Pune- 412105

Office Address: Om Chambers | Office -301-B T.29/31 | Bhosari Industrial Estate | Telco Road | Near Toyota Showroom | Pune- 411026

Contact Details

Telephone No. 0091 -20-67121600
Email : mbox@gns-india.com

CIN : U74200PN2010PTC135464
PAN: AADCG6880A

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DTE Code : EN 6466
University Code : 6466
MSBTE Code : 1215

SHREE SANTKRUPA SHIKSHAN SANSTHA'S

SHREE SANTKRUPA INSTITUTE OF ENGINEERING & TECHNOLOGY

Approved by AICTE New Delhi, DTE Mumbai & Affiliated to DBATU, Lonere and MSBTE, Mumbai

PRESIDENT
HON. DR. USHA A. JOHARI

SECRETARY
HON. MR. PRASUN A. JOHARI

PRINCIPAL
DR. SWANAND B. KULKARNI

Appointment Letters
2020-21

Ghogaon, Tal: Karad, Dist: Satara, Pin: 415111 (Maharashtra), Ph. (02164)257309, 257050
Website: www.sietghogaon.org Email: ssletdegree@gmail.com, 1215principal@msbte.com

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Ref: TCSL/DT20218800879/1694787/Lucknow
Date: 04 January 2022

MS. TEJASHREE VIJAY KADAM
342 Karve Naka,
Near Water Tank, Karad,
Maharashtra-415110.
Tel# 919112152393

Sub: Joining Letter

Dear Ms. Tejashree Vijay Kadam,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **27th January 2022** , your joining location is **Mumbai** , work location is **Mumbai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Offer: Computer Consultancy
Ref: TCSL/DT20229921907/Lucknow
Date: 19/02/2022

Mr. Omkar Anil Pawar
Near Jio Tower A/P Shivani Tal-Kadegaon Dist-SangliKarad Vita Road,
Near Jio Tower,
Shivanikadegaon-415305,
Maharashtra.
Tel# 91-9359258796

Dear Omkar Anil Pawar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

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written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. **Service Agreement**
As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. **Work in SBWS mode**
TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. **Overseas International Assignment Agreement**
If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to

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serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

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18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

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*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training.The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
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24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	Omkar Anil Pawar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TATA

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. **Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. **Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. **Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. **No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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2022/03/18

Outward No. : SSSSG/Staff Appt/3084/2022 Date : 13.09.2022

APPOINTMENT ORDER

To,
Mrs. Punam Aniket Lokhande,
A/P - Kokrud,
Tal- Shirala, Dist-Satara.

Dear Mrs. Lokhande,

With reference to your walk-in- interview on 28th August 2022, we are pleased to inform that you have been offered the post of **'Lecturer'** in the Department of Civil and Environmental Engineering (Diploma) at Shree Santkrupa Institute of Engineering & Technology on Ad-hoc basis with following terms & conditions.

1. Your appointment for the post of **'Lecturer'** in the Department of Civil and Environmental Engineering is purely on Ad-hoc basis for the academic year 2022-23 (up to 31/07/2023).
2. The pay scale of Rs.15600-39100, GP-5000 will be applicable to you from your date of joining.
3. Your service will be regulated by the rules and regulations of Shree Santkrupa Shikshan Sanstha, Ghogaon, Tal-Karad, Dist-Satara.
4. You should upgrade your qualification from time to time as per the requirement of the AICTE, DTE, MSBTE and the Institute.
5. You should produce authentic proof / documents of your personal details, qualification and experience to the office at the time of joining.
6. You should contribute for the overall development of the Trust and the Institute through additional ways along with your academic duties.
7. Your appointment does not permit you to engage yourself in any outside business or professional consulting, tutorial and /or such other outside work, either with or without remuneration. You shall work exclusively for and in the interest of the Institution & Trust.
8. You cannot leave the job during the academic year. In case you wish to leave the job at the end of the academic year and are not willing to continue the job you will have to submit one month's notice before completion of the academic year.
9. You should convey your acceptance within 7 days from the date of this appointment order.

We wish you a bright career at our Trust & the Institute.

We look forward to working with you for the development of our Institute.

With warm regards,

Yours truly,

SHREE SANTKRUPA SHIKSHAN SANSTHA F - 4746

Prasun Johari
Secretary,
Shree Santkrupa Shikshan Sanstha.

Copy to:
1. The Principal, Shree Santkrupa Institute of Engineering & Technology
2. Personal File

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Er.Suraj S. Patil,
M.Tech. (Structures)
(Structural Consultant)

SHILP R.C.C.DESIGNERS,
Near D-Mart, Pune-Bangalore Highway, Vishvadarshan Colony,Malkapur, Karad.
Mob.No : 7020771583 / 8458006006, Mail : shilp01karad@gmail.com

Date: 01/12/2021.

To,

Ms.Harsha Hirachand Karande.

Offer Letter

Dear ,

We are pleased to offer you the position of **Jr. Engineer** at **Shilp R.C.C designers**. We feel confident that you will contribute your skills & experience towards the growth of our organization.

As per the discussion, Your starting date will be on **05/12/2021**. Please find the employee handbook enclosed herewith contains the medical & retirement benefits offered by our organizations.

Your current Salary will be **12,000 Rs** per month as we deside.

Please confirm your acceptance of this offer by signing & returning the copy of this offer letter.

We look forward to welcoming you in **Shilp R.C.C. Designers Family**.

Thanking you ,

Name & Signature of the Structural Engineer

Er.Suraj.S.Patil ,

M.Tech.(Structural Engineer),

Shilp
R.C.C. Designer's, Planner's,
Developer's & Govt. Contractor's
E-mail : shilp01karad@gmail.com

PAWAR
CONSTRUCTION

Mr.Amit Prakash Pawar
BE. Civil.M.Tech
Z.P.Sangli & P.W.D
Registered Contractor
A./p.Kasegaon Tal.Walwa. Dist.Sangli
Mob.8308698699 lll Email :amitppwr@gmail.com

Date- 1/10/ 2021

To,
Karpe Prasad

Subject – Appointment letter for Civil Engineer (Execution)

Dear Prasad,

Congratulations, with reference to the discussions you had with us, we are pleased to appoint you as Civil Engineer (Execution) at Pawar Construction.

Your joining date shall be 6th October 2021 (Wednesday), For the said we shall be paying you salary Rs. 12,000/- P.M. (all Inc.) with probation period of 3 months from joining date. Your working hours shall be 9.30:00 a.m. to 5:30 p.m. Monday to Saturday 1:30 p.m. to 2:00 p.m. lunch break.

Terms & Conditions
- Please duly sign the copy of the appointment letter signifying your acceptance.
- Leave policy by order.

We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

With Best Wishes,
Pawar Construction,

(Amit Pawar)

AMIT PRAKASH PAWAR
B.E. Civil; M.Tech.(C.M.)
Civil Engineer. & Govt. Contractor
Mob. 8308698699

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Er.Suraj S. Patil,
M.Tech. (Structures)
(Structural Consultant)

SHILP R.C.C.DESIGNERS,
Near D-Mart, Pune-Bangalore Highway, Vishvadarshan Colony,Malkapur, Karad.
Mob.No : 7020771583 / 8458006006, Mail : shilp01karad@gmail.com

Date: 01/12/2021.

To,

Ms. Vaibhavi Dilip Shinde.

Offer Letter

Dear ,

We are pleased to offer you the position of **Jr. Engineer** at **Shilp R.C.C designers**. We feel confident that you will contribute your skills & experience towards the growth of our organization.

As per the discussion, Your starting date will be on **05/12/2021**. Please find the employee handbook enclosed herewith contains the medical & retirement benefits offered by our organizations.

Your current Salary will be **10,000 Rs** per month as we deside.

Please confirm your acceptance of this offer by signing & returning the copy of this offer letter.

We look forward to welcoming you in **Shilp R.C.C. Designers Family**.

Thanking you ,

Shilp
R.C.C. Designer's, Planner's,
Developer's & Govt. Contractor's
E-mail : shilp01karad@gmail.com

Name & Signature of the Structural Engineer

Er.Suraj.S.Patil ,

M.Tech.(Structural Engineer),

SKAF CONSTRUCTION PVT. LTD.
ENGINEERS & CONTRACTORS
ISO 9001:2008, 14001:2004, OHSAS 18001:2007 Certified Company
901, Lodha Supremus, Road No. 22, Near New Passport office, Wagle Estate, Thane (West), Thane - 400 604. • ✆ 022-25837645
Email : skafconstructions@gmail.com • info@skafconstruction.com • Website : www.skafconstruction.com

APPOINTMENT LETTER

Mr. Sanket Dipak Kadam **Date :25/07/2021**
Premanent Add.: Taluka - Shirala,
Upavale, Biur, Sangli, Dist. : Sangali,
Maharashtra : 415408.

Mob.No. : 91- 7058565732

Email Id : sanketkadam5850@gmail.com

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as " **Jr. Engineer** " in our organization on following terms and conditions w.e.f and conditions w.e.f between 09th August 2021.

1 You will be paid :

Gross Salary : Rs. 12,000/- CTC (No. PF , Only P.T. Deduction)

2 You will initially be on Probation period of three months from the date of your joining the Company. You will be entitled for Two Monthly off.

3 During the probation period, your services may be terminated at any time without assign any reason there of without any notice.

4 You will be present be stationed at Mumbai but you will be liable for transfer to any Site or for any other assignment as and when required.

5 You will abide by all the existing rules and regulations, which may be enforced from time to time regarding, leave, disciplinary matters, medical checkups, test and training, etc as applicable to your category of employees.

6 You will not either during or after leaving the service of the Company discloses to anyone any confidential information relating to the affairs of the company.

7 You will not engage in gainful employment or practice, part-time or otherwise, during the period of your employment with us.

8 You are not permitted to undertake any other work of public office, honorary or remunerative, except with the written permission from the Company.

Cont'd Page - 2

9 In Case you leave the employment you have to intimate due one month, without notice the company shall have the right to deduct one month salary from any payable to you or raise a demand on you to pay such amount.

10 In Case You will decide to leave the job than you are abide to complete all works & hand over to your Colougue.

11 During the period of your employment with the Company, you will safeguard all matters, documents, book,etc. relating to the Company's operations.

12 In the event of any dispute or difference arising regarding construction, interpretation or meaning or any of the terms of this letter, the decision of the Company shall be final and binding on you.

13 Any variation of the above terms will not be valid unless expressly made in writing by the Company.

14 As a taken of your having accepted the terms and conditions stated herein, you are requested to sign the duplicate copy of this letter attached hereto and return it to us.

NOTE:-You are not allowed to leave the service before completion of the Project.

Wishing you every success in your new appointment.

Very Truly yours,
For SKAF Construction Pvt. Ltd

Mr. P.S.Babaria
(Director)

I have read and understood the above terms and conditions of my appointment and I agree and accept the same.

(Mr. Sanket Dipak Kadam)

PAWAR
CONSTRUCTION

Mr.Amit Prakash Pawar
BE. Civil.M.Tech
Z.P.Sangli & P.W.D
Registered Contractor
A./p.Kasegaon Tal.Walwa, Dist.Sangli
Mob.8308698699 lll Email :amitppwr@gmail.com

Date- 1/10/ 2021

To,
Ghadge Akshay

Subject – Appointment letter for Civil Engineer (Execution)

Dear Shubham,

Congratulations, with reference to the discussions you had with us, we are pleased to appoint you as Civil Engineer (Execution) at Pawar Construction.

Your joining date shall be 6th October 2021 (Wednesday), For the said we shall be paying you salary Rs. 12,000/- P.M. (all Inc.) with probation period of 3 months from joining date. Your working hours shall be 9.30:00 a.m. to 5:30 p.m. Monday to Saturday 1:30 p.m. to 2:00 p.m. lunch break.

Terms & Conditions
- Please duly sign the copy of the appointment letter signifying your acceptance.
- Leave policy by order.

We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

With Best Wishes,
Pawar Construction,

AMIT PRAKASH PAWAR
(Amit Pawar) B.E. Civil: M.Tech.(C.M.)
Civil Engineer, & Govt. Contractor
Mob. 8308698699

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Continuation Sheet No. :
Phone : 020 - 25285432
020 - 25285482 / 5
Telefax : 020 - 25285482 / 5

SUNCON
ENGINEERS PVT. LTD.
Infrastructure Development Consultants

OFFER LETTER.

Date – 18.02.2022

Ref.:- F-Per/HR/SEPL/2021-22

Mr. Manoj Jangid,

Sub.:- Offer for the post of **'Jr. Civil Engineer.**

Dear Mr. Manoj Jangid,

As per your interview dated 16.02.2022 at the cabin of CEO, SEPL for the post of **'Jr. Civil Engineer'**.

We are hereby let you know that you are selected and offer you the position of **"Jr. Civil Engineer"**.

The salary (CTC) will be **Rs. 14,000/- (Fourteen Thousand only)** per Month. Statutory deductions will be done as per rules and regulations. Your salary will be revised by 1st April 2023 after review of work. You will have privileges of Leave as per the rules and regulations.

Working Hours: Minimum 8 hrs. Per Day. Timing: 9.45 am to 6.00pm, Monday to Saturday excluding holidays and leaves.

We are holding this position available to you and Your Joining date is 21.02.2022. You are also informed that as per company's policy, you have to keep deposit for one month salary. Deposit will be deducted from your first salary till completion of deposit amount within 3 months.

You have to follow the rules and regulations as follows:

1. No conversation with other employee without any organizational work.
2. Avoid regional, caste, religion race, lobbying. Don't communicate any personal information to others.
3. Keep accountability of meetings & discussions with management & employees.
4. Other terms and conditions as per company & will be communicated in future.

P-1/9, Sai Palace, Bhusari Colony (Right), Near Lohiya-Jain IT Park, Paud Road, Kothrud, Pune - 411 038 (India).
E-mail : bd@sunconengineers.com Website : www.sunconengineers.com

Scope of Work

1) Validation of Survey and Investigation data.
2) Checking of Survey drawings and prepared on the basis of field data.
3) Preparation of Designed drawings.
4) Design related to road and water includes geometric design, pavement design, hydraulic design with the help of excel, storm cad and Bentley Software.
5) Cost Estimates for road, railway, water and infrastructure related project.
6) Site Visits and attending meeting on technical issues and for field data verification etc.

For Suncon Engineers Private Limited

Mr. Rajendra Magar

Director

SUNCON ENGINEERS PVT. LTD. PUNE

Received and Accepted by me

Jangid M.G

Ms. Manoj Jangid

Date:

Er.Suraj S. Patil,
M.Tech. (Structures)
(Structural Consultant)

SHILP R.C.C.DESIGNERS,
Near D-Mart, Pune-Bangalore Highway, Vishvadarshan Colony,Malkapur, Karad.
Mob.No : 7020771583 / 8458006006, Mail : shilp01karad@gmail.com

---

Date: 01/01/2022.

To,

Mr.Dilip Ashok Mali.

Offer Letter

Dear ,

We are pleased to offer you the position of **Site Engineer** at **Shilp R.C.C designers**. We feel confident that you will contribute your skills & experience towards the growth of our organization.

As per the discussion, Your starting date will be on **10/01/2022**. Please find the employee handbook enclosed herewith contains the medical & retirement benefits offered by our organizations.

Your current Salary will be **10,000 Rs** per month as we deside.

Please confirm your acceptance of this offer by signing & returning the copy of this offer letter.

We look forward to welcoming you in **Shilp R.C.C. Designers Family**.

Thanking you ,

Name & Signature of the Structural Engineer

Er.Suraj.S.Patil ,

M.Tech.(Structural Engineer),

Shilp
R.C.C. Designer's, Planner's,
Developer's & Govt. Contractor's
E-mail : shilp01karad@gmail.com

GATE ENTRY PASS

Manisha Group Pvt. Ltd.

PROJECT : Riverdale PASS NO. 991



NAME OF PERSON	Utkarsh Jadhav
DESIGNATION	Jr. Engineer
SUB/CONTRACTOR	Manisha staff
DATE OF INDUCTION	14.08.2023
DOB / AGE	25
MEDICAL TEST DONE	YES ☑ NO ☐

EMERGENCY CONTACT NO. 8806437023

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Date: 23rd March 2023

To,

Vaibhav Kashinath Patil

At-Kalamwadi, Post-Panumbre Warun, Tal-Shiral.

Mob. No. : 7038075582 / 9604037295

Email id : patilvaibhav188@gmail.com

Subject: Appointment Letter for Engineer Trainee

Dear Mr. Vaibhav,

We are in receipt of your application for the post of Engineer Trainee. We are pleased to inform you that our organization has found you suitable for the profile described.

You are requested to join from March 24, 2023

As per our company policy, you will be on contract for a period of 02 year. Based on your performance and review after 06 months, you will be taken to the next level of organization.

During your contract period, you are entitled for 6 casual leaves. However, in case of emergency the decision of extra leaves will be upon management.

All rules and regulations of the employment are binding on you.

We hope to have a long and successful relationship with you and wish you all the very best.

Joining Requirements:

As a joining formality, you are requested to submit following documents;

1) Photocopy of Degree Certificate
2) 2 Passport size photos
3) Photocopy of Aadhaar Card as address proof
4) Photocopy of PAN Card
5) Bank Details

Welcome to Team Geospatial Studio!

For Geospatial Studio LLP

GEOSPATIAL STUDIO LLP PUNE

Director

1, Punit Yash Arcade, 2nd Floor, Near Kothrud Bus Stand, Karve road, Kothrud, Pune 411038

info@geospatialstudio.com +91 94220 20500

MIT

MILESTONE INSTITUTE OF TECHNOLOGY

DEPARTMENT - PRODUCT DESIGN

SAYALI KADAV

Application Specialist- ACE



Blood Group:- A+ve

Emp. Code: E307

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DIMENSION
CONSTRUCTION
Civil Engineers
Building Contractor & Builders

Sanjiv Shah
B.E. Civil

233 K/I, Shaniwar Peth, Opp. Syndicate Bank, Karad. Dist. Satara, Maharashtra - 415110
☎ (02164) Off. : 225456, Res. : 222270 M: 9422400548
Email : dimensionsanjiv@gmail.com

Ref. No.

Date 07/10/2021

To,

Mr. Prathmesh Narayan Thorat

A/P- Divashi (BK) Tal :- Patan

Dist :- Satara 415209

#7264802029

Dear sir,

Sub :- Confirmation of appointment as junior site civil engineer.

We are glad to appoint you as engineer in our company under the following terms –

1) You shall be required to work on timing 8.30 am to 6.30pm, 1pm to 1.30pm lunch break on site on all weekdays other than Sundays. On payment day usually Friday of every week working up to 9.00pm. You may be required to work for extra hrs. depending upon the nature of work for extra remuneration.
2) We shall pay Rs 10,000.00 per month 1st year ,14000.00 per month 2nd year to you. Out of that 16% will be hold as deposit which will refunded 6 months after satisfactory completion of project with 12% annul interest. Professional tax whatever will be deducted from your salary. The said payment would be done before 10th of each coming month, provided that you shall at any time be absent from employment without consent except in the case of illness / accident without prejudice to any of rights be entitled to paid sick leave only upon you producing the medical officer certificate not below the rank of MBBS certifying that on account of illness is unable to attend the work provided you come that much days extra on Sundays after which you will get that absents days payment. For site work by mobile at companies expenses upto Rs 200/-

For Dimension Construction

DIMENSION
CONSTRUCTION
Civil Engineers
Building Contractor & Builders

njiv Shah
B.E. Civil

233 A/1, Shaniwar Peth, Opp. Syndicate Bank, Karad. Dist. Satara, Maharashtra - 415110
☎ (02164) Off. : 225456, Res. : 222270 M: 9422400548
Email : dimensionsanjiv@gmail.com

Ref. No.

Date :

per month. You will get travelling office to site & fro charges if the site is outsite Karad.

3) You shall work as per the directions given by the company day to day and at all times obey the rules & regulations prescribed for the same.

4) You shall employ yourself efficiently & diligently to the best of your ability as a civil engineer and shall devote your whole time to the duties of the service & will not engage directly / indirectly on any trade, business / occupation on your own account in the course of employment.

5) You shall not during your employment under this agreement except as authorized by us in any way, divulge or make known any information, technical know how, relating to our business or any other information which may come to your knowledge in the course of your employment 5a).Considering the nature & scope of work you should execute the site without any negligence / error.

6) A) You should serve the company as a engineer upto completion of site or 2 years,whichever is greater.

B) If you want to leave the company after that you should inform in writing 2 months in advance

7) This agreement may be determined by us giving one month notice to you, If we determine the employment without giving one months notice you shall be liable to receive one months salary in lieu of notice except if you have committed breach of agreement as mentioned above or is guilty of gross misconduct or of his duties then we may determine your employment without notice or pay in place of the notice.

8) Your employment as a engineer under this agreement shall not be determined or effected any change in constitution of our company but shall unless determined as here in after provided be binding between

For Dimension Construction

Proprietor

page 2/4

DIMENSION
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Civil Engineers
Building Contractor & Builders

Sanjiv Shah
B.E. Civil

233 K/I, Shaniwar Peth, Opp. Syndicate Bank, Karad Dist. Satara, Maharashtra - 415110
(02164) Off. 225456, Res. 222270 M. 9422400548
Email : dimensionsanjiv@gmail.com

Ref. No.

Date

you & the member of our firm for the time being so long as the firm however constitute shall continue the same business.

9) You shall not at any time within two years after the termination of your service under this agreement either on your our account or on behalf of or representing any other person, firm or company, canvass, solicit or entice away any person firm or company who shall at any time during the currency of your service here in has been the customer of your company.

10) You shall not at any time within 1 years after the termination of your service divulge or make known any information & technical know how during your course of employment during the agreement.

11) On the termination of your employment you shall hand over to us the charge of books, floppies, Cds or any other document cash or any other thing belonging to our company which is in your possession.

12) All taxes will be deducted in your salary.

13) You shall at all times conduct yourself soberly while at work and show courtesy & attention in all transactions and dealing with persons having any dealing on connection with the company.

14) You should submit 3 photograph, driving license, your certificate in original & photocopies for verification.

15) You will dress in a presentable manner & to carry yourself in a way that reflects your standing as on employee of the company.

16) A)No alcoholic drinks or non -- veg food will be allowed nearby site premises.

B)If you commit breach of above conditions or record false measurements in measurement book or give false information you will be penalized Rs 2,00,000/- or whatever losses occur whichever is more per breach for the damages.

C) If you commit breach of the clause above we shall be entitled to

For Dimension Construction

page 3/4

DIMENSION
CONSTRUCTION
Civil Engineers
Building Contractor & Builders

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☎ (02164) Off. : 225456, Res. : 222270 M: 9422400548.
Email : dimensionsanjiv@gmail.com

Sanjiv Shah
B.E. Civil

Ref. No.

Date :

terminate your employment forthwith and that the termination clause appearing herewith would not be applicable for the same

17) If you wish to accept this appointment on the terms out lined in this letter please sign & date this letter & return it to the undersigned

I Would like to take the opportunity to congratulate you on this offer and I look forward to you accepting this position and commencing in you new role.

Joining Date :- 9/10/2021

Thanking You

Yours sincerely,
For Dimension Construction

ACCEPTANCE

I accept your offer of employment and all the terms of employment set out in my letter of offer dated

Signature

Witness – 8/10/2021

Dr. Swanand B. Kulkarni
Principal
Shree Santkrupa Institute of Engg. & Tech.
Ghogaon, Tal. Karad, Dist. Satara

knest
ALUFORM

APPOINTMENT LETTER

Date: 24th March 2021

To,
Mr. Sohel Sikandar Shaikh
New Shinganwadi, Near Kole
Bus stop, Kole, Tal – Karad, Dist – Satara
Pin code – 415103.
Cont. No. 8421752705
Email Id: shaikhsohel9838@gmail.com

Subject: Appointment for the position of Execution Engineer.

Dear Mr. Sohel Shaikh,

With reference to your application, representation of your credentials and the subsequent interview that you had with us, we are pleased to offer you an appointment on **23rd March 2021** in our organization on the following terms and conditions:

1. **Designation**
   You will be designated as Execution Engineer.

2. **Placement & Compensation**
   You will be placed in the appropriate band / responsibility level of the Company and will be entitled to compensation (salary and other applicable benefits) as detailed in *Annexure "A"*. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter and shall be subject to deduction as per statutory laws.

3. **Salary revision**
   Your salary revision will depend on your performance and discretion decision by management. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results.

4. **Posting & Transfer**
   Your initial posting will be at **"Talegaon"**. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

5. **Working Hours**
   The regular working hours of the company are from 9.30 am to 6.30 pm, 26 days and can be changed only at discretion of management.

6. **Probation**
   After 3 months your performance will be evaluated & found your performance is good the company may confirm you or you will remain on probation till 3 months from the date of joining. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

7. Full time employment

Your position is a whole-time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested

directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

8. Confidentiality

You will not, at any time, during the employment or after, without the consent of the Board of Directors disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise. In case of breach of the clause, company is entitled to take legal action or compensation in lieu thereof, as decided by management.

9. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company. Such intellectual properties must not be used for any kind of personal use or other than company use.

10. Responsibilities & Duties

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

11. Past Records

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

12. Retirement

The retirement age is **"60" years.** You will retire from the employment of the Company at the end of the month in which you attain 60 years of age.

13. Termination of employment

a. During the probationary period and any extension thereof, your services may be terminated without notice by the management. In case you intend to leave during the probation you will need to give one month's notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving **one-month** (30 days) notice or salary in lieu thereof.
b. Unauthorized absence or absence without permission from duty for a continuous period of **8** days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.

+91 8600400895
+91 8291400524
+91 20 27426622

Factory Address : Gat No. 47,
Navlakh Umbre, Talegaon.

Office Address : Khanna House ,
Plot no. 39 & 40, Nehru Nagar Road,
Opposite Mahindra Composite Ltd.
Pimpri , Pune - 411018

info@knestaluform.in
sales@knestaluform.in

c. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of contractual obligation or with the

terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

d. The Company reserves the right to terminate your employment summarily, without any notice, in the event of any of the following:
   i. Performance not meeting Company norms
   ii. Failure to carry out any instructions given by your Superiors
   iii. Any misconduct on your part
   iv. Breach of any of the conditions of this appointment letter
   v. Loss of trust & or Loss of confidence

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.
Upon termination of employment, you will also return all company property, which may be in your possession.

14. Medical Fitness

This appointment is subject to your being, and remaining, medically fit.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Yours Truly,
For **Knest Manufacturers LLP**

KNEST MANUFACTURERS LLP PUNE

Arpita Mukherjee
Head-Human Resources

If, after signing the employment contract, any change in the existing office policies takes place, the existing provisions in the employment contract relating thereto shall stand superseded by the revised office policies.

Acceptance

I hereby declare and affirm that I have carefully studied and understood the Terms & Conditions of service herein, which has been explained in a language, understood by me in the correct perspective and I accept and undertake to abide by the said Terms & Conditions by signing this agreement.

Sohel Shaikh

+91 8600400895
+91 8291400524
+91 20 27426622

Factory Address : Gat No. 47,
Navlakh Umbre, Talegaon.

Office Address : Khanna House ,
Plot no. 39 & 40, Nehru Nagar Road,
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sales@knestaluform.in

TRICON
INFRA BUILDTECH PVT.LTD.
ISO 9001: 2015,ISO 14001:2015
ISO 45001:2018

Ref No.:-A2760

Date: 8/8/2022

Mr. Suraj Vasant Patil

EC:-220860

Dear Suraj

Further to the reference of your application dated **8/8/2022** and your interview, we are pleased to appoint you as **"Jr Engineer" w.e.f. 8/11/2022**. After review from your HOD, if we will find suitable than your services will be continued otherwise your appointment will be terminated in writing or by mail. The terms and conditions of your appointment are as follows:

1. **Position, Reporting and Posting:**

Designation: **Jr Engineer**
Posting: **Data Center**
Reporting: **Mr. Pradip Ketkale**

However, during employment with the company, you may be posted/transferred to any of the offices/projects/divisions/departments/units of the company existing or to be set at any other location in India or Abroad, without any additional remuneration.

2. **Compensation:**

You will receive a Total Compensation (TCTC) Including Bonus as per Salary Breakup Sheet of **Rs. 240000/- Per Annum**. This will be disbursed to you as per the prevailing rules and guidelines of the Company.

The Management views the compensation offered to you as an extremely confidential matter and leakage of the same shall be viewed as a serious breach of this confidence at your level.

3. **Compensation Progression:**

Future increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regular attendance, sincerity, good conduct and such other relevant factors and Company's performance.

4. **Medical Fitness & verification of particulars:**

Your appointment is subject to:

(a) You being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Company, if required. The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, the company reserves the rights to relieve you from your duties.

(b) In case particulars mentioned in your application are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

5. **Duties and Responsibilities:**

(a) The Company will expect you to work with a high standard of initiative, efficiency and economy. You will perform, observe and conform to such duties, directions and instructions assigned or communicated to you by the company and those in authority over

(HR Department)

biltrax

Appointment Letter

To,

21st March 2023.

Ms. Avkash Sonawale
At Post Shelu,
Mumbai

Subject – Appointment as **'Analyst'**.

Dear Avkash,

We are pleased to appoint you as a **'Analyst'** for our organization on a monthly remuneration of **Rupees Seventeen Thousand only** for the period of 6 months.

You are required to report & join full time from **21st March 2023** onwards at our Turbhe, Navi Mumbai Office/Working from Home depending on the company policy

The annexure 1, 2, 3, 4 are part of this document & are applicable to your employment

After your successful completion of 6 months as a Trainee i.e. **Third week of September 2023**, the company shall confirm your regular full-time employment based on your performance.

We are delighted to have you as a member of Biltrax & are confident that you would play a significant role in the overall success of this venture. We hereby wish you the most enjoyable, learning packed and truly meaningful experience with us.

Thank you & Regards,

Navin Rajpal
Director

Name Avkash Vinayak Sonawale Signed

K. J. Group

K J Infrastructure Projects (I) Pvt. Ltd.

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

Miss Supriya Sanjay Jadhav,
At-Jadhavwadi, Post- Mendh,
Tal-Patan,Dist-Satara,
Dhebewadi - 415112,
Mobile- 9119435696.

Date: 1st January 2021

Subject : Appointment Letter.

Dear
Miss Supriya Sanjay Jadhav, We have pleasure in confirming your appointment as **Quality Control Engineer** subject to the terms and conditions of your Contract of Employment as wellas the Company's Policies and Procedure.

Place of Employment: Wang Medium Project Marathwadi (Patan).

Commencement date: 16th January 2021

Salary: 20000.00 monthly

Thank you.

11/1/2021
Project Engineer
KJ Infrastruchure Projects (I) Pvt. Ltd. Pune
Wang Medium Project (Marathwadi)

Yours faithfully,
For K J Infrastructure Pvt.Ltd Pune

Head HR & Admin

KJ Infrastructure Projects (I) Pvt. Ltd. Pune

PADECO
Asia | Europe | Africa

PADECO India Pvt. Ltd.
Sunteck Centre, 37-40, 4th Floor, Subhash Road
Navpada, Netaji Subhash Nagar, Vile Parle
Mumbai 400057, India

CIN: U74900MH2016FTC272623

Tel: +91-22-4543-5400
Mail: pipl@padeco.co.in
Web: www.padeco.co.in

Ref: PIPL/HR/INCR/2022-23/61
Date: April 1st, 2023

Ajay Jadhav

Graduate Engineer Trainee

Emp code: PIPLE307

Increment

Dear Ajay Jadhav,

We acknowledge and appreciate your contribution to the growth of PADECO India Pvt Limited during the financial year 2022-23.

In recognition of your efforts, we are happy to inform that you have been redesignated as **"Project Engineer"** and your remuneration stands revised to Rs**. 25601**/- pm CTC (**Rupees Twenty Five Thousand Six Hundred One** only) with effect from April 1st, 2023.

We look forward to your continued active participation, as always, in achieving organizational goals and objectives.

Yours sincerely,

For **PADECO India Pvt. Ltd**



Vibhav Joshi

Chief Operating Officer

cc: Personal File

PADECO
Asia | Europe | Africa

TERM SHEET					
				Per Month	**Per Annum**
1	**Salary & Allowances**				
1.1	Basic	CTC	50	12500	150000
1.2	HRA	Basic	50	6250	75000
1.3	Conveyance Allowance	N.A.	Fixed	1600	19200
1.4	Education Allowance	N.A.	Fixed	200	2400
1.5	Medical Allowance	N.A.	Fixed	1250	15000
1.6	Leave Travel Allowance	Basic	8.33	1041	12495
1.7	Other Allowances	Balancing Figure		658	7896
	Gross Salary ----- (A)			**23500**	**282000**
2	**Statutory**				
2.1	Provident Fund / Voluntary PF	Yes	12	1500	18000
2.2	ESIC	No	4.75		
2.3	Gratuity	Yes	4.81	601	7215
	Statutory Total ----- (B)			**2101**	**25212**
3	**Cost To The Company (CTC) {A+B)**			**25601**	**307215**

Notes

1. Gratuity indicated hereinabove, and forming part of CTC, will be payable only if applicable as per law and prevailing Company policy.
2. Health Insurance Coverage up to the limit of Rs.3 Lakh for self & spouse
3. All above is subject to deduction of Tax as per Applicable Law

For **PADECO India Pvt. Ltd**



Vibhav Joshi

Chief Operating Officer

S H A H

CONSTRUCTION

"Built to Last"

Engineers & Contractors

12, Ruturaj Society, Satara Road, Pune – 411 037

Ref : SC/22

Date : 26.08.2022

To,

Mr. VISHWAJIT VASANTRAO JADHAV

AP: Gamewadi, Tal : Karad, Dist: Satara 415114

Sub: ***Appointment as Jr. Site Engineer.***

Dear Mr. Vishwajit,

With reference to your application dated 22.08.22, we are pleased to inform you that you have been appointed in our firm as **Junior Site Engineer** w.e.f. **22.08.2022** on the following terms & conditions:

- Your original appointment date is **22.08.2021.**
- **Total remuneration shall be Rs. 15000/- (Rs. Fifteen Thousand Only) PM all inclusive.**
- Remuneration shall be paid to you by every 7th of the month.
- Your salary shall be subjected to deduction of Income/Professional Tax as per Government rules.
- You shall be posted to any Site /Project going on in P.M.C. /P.C.M.C. Limits.
- For sites located outside the P.M.C. limits, proportionate additional traveling allowance shall be reimbursed to you.
- You shall be directly held responsible for the Quality and Speed of the Project.
- Working hours are from 8.45 a.m. to 6.30 p.m. In any case you shall not leave the site of work until the days work is over. Nothing extra shall be paid for the extra hours of work put in. (No overtime payment). Please note that punctuality of your presence on site at 8.45 a.m. is of great importance. Delay shall not be entertained.
- You are required to maintain the measurements on daily basis and as required by the Client Department.
- Working out quantities/estimation for different tenders/bids to be quoted by the Company, shall be worked by you on MS Excel spreadsheet.
- You shall not be permitted to take private jobs during the currency of your service with us.

• *Member of Builders' Association of India*
• *Member of MES BAI*

Tel : +91-20-29517297 **E-mail : rps0305@gmail.com**

Scanned with OKEN Scanner

S H A H

CONSTRUCTION

"Built to last"

Engineers & Contractors

12, Ruturaj Society, Satara Road, Pune – 411 037

- If your services are not found satisfactory, it can be terminated with immediate effect.
- Incase you desire to quit the job, you shall give the Company 15 days advance written intimation or else equivalent salary shall be forfeited.
- No Bonus is paid by the Company.
- Leaves/holidays as per Company rules.

We look to your full co-operation and devotion to the job and hope enjoy your tenure with us.

Kindly sign the duplicate copy of this letter in acceptance of the above terms & conditions.

Thanking you.

Yours truly,
For **SHAH CONSTRUCTION**

Rajesh Shah
Managing Partner
9422026643

I have read the above rules/conditions and give my consent for the job.

Mr. VISHWAJIT V JADHAV

• *Member of Builders' Association of India*
• *Member of MES BAI*

Tel : +91-20-29517297 **E-mail : rps0305@gmail.com**

Scanned with OKEN Scanner

DiNDi

BUILT ENVIRONMENT CONSULTING LLP

Appointment Letter

Date: 16.05.2022

To,
AKASH ASHOK KARALE

Dear Mr. Akash Karale,

CONGRATULATIONS!

Thank you for the keen interest you have shown in DINDI Built Environment Consulting LLP. Consequent to your application, subsequent interview discussion you had with us,

We are pleased to appoint you as a Jr. Project Engineer in our firm w.e.f. 16th MAY 2022. We welcome you to our pursuit of excellence**.**

As discussed, your Gross CTC will be 1,44,000 /- pa. all inclusive.

Your service will be on probation for the period of six months from date of joining,

You will observe and adhere to all the rules and regulations of the firm, which will be in force time to time. We believe in ethical services to our clients and expect you to provide the same in your working profession. You will be liable to be posted on any work sites. Your current posting in Karad.

You are required to join the service of company latest from 16th MAY 2022.

We welcome you in our organization and wish you a long and prosperous career with us.

For DINDI Built Environment Consulting LLP

Reg. Office: A304 Anand Green, Near Vasant Park, Gandhare, Kalyan (W), Thane, Maharashtra 421301
info.dindi@gmail.com, +919321733423

Godrej Skyline Developers Pvt. Ltd.
Regd.Office: Godrej One,
5th Floor, Pirojshanagar,
Eastern Express Highway,
Vikhroli (E), Mumbai- 400 079.India
Tel.:+91-22-6169 8500
Fax.:+91-22-6169 8888
CIN :U45309MH2016PTC287858

04 January, 2023

Mr. Omkar Deepak Bhagwat
Pune

Per/1

Letter of Appointment

Dear Omkar,

Based on your skills and expertise, we have the pleasure in appointing you as **Senior Officer- Customer Centricity** in our organization, in the **Senior Officer** grade on the below stated terms and conditions. This appointment letter is issued in furtherance of the offer letter issued earlier which you had accepted.

1. Your appointment is effective from **04 January, 2023**

2. You will be attached to **Pune,** in the **Customer Centricity** team. However, your services are transferable at the discretion of the Management to any other section/ department / establishment or any of our subsidiary / associate companies globally.

3. Your annualized Cost to Company (CTC) is **450000.** A detailed break-up of the compensation is included as **Annexure A.** You will be entitled to the benefits and perquisites applicable to the grade.

4. You will be on probation for a period of **six months**, which is subject to an extension for a further period not exceeding **three months,** if so desired by us. On completion of your probation, you will be confirmed by an order in writing. In case no such written order is issued to you on or before the expiry of your probation or on expiry of the extended period of probation, as the case may be, your services shall be deemed to have been terminated on expiry of your probation or on expiry of such extended period of probation. If this contract is not terminated during your tenure, then you shall superannuate from the services of the company on the last working day of the month in which you complete 60 years of age.

5. As per the company policy, if you join on or before September 30 in the year, then you will be eligible for increment in the corresponding increment cycle. If you join on or after October 1 in the year, then you will be eligible for increment from the next increment cycle.

6. Your employment will be subject to the Company's policies, issued from time to time, in so far as they may be applicable to you.

7. You will be entitled to Provident Fund as per the rules and any other statutory provisions that may be made applicable to you.

8. The Company shall have the right to vary your job title and work profile from time to time at its absolute discretion.

9. Actual hours of work may vary and will be subject to change from time to time depending on the nature of your work.

10. You will be entitled to leaves and other social security benefits as per the Company’s policies and applicable laws.

11. Your service is terminable by giving a written notice by either side. Notice period applicable during probationary period shall be **30 days**. However, after confirmation, notice period to be served shall be **60 days.** Any approval of notice period shortfall will be at management discretion. In case you are not able to serve **60 days** notice period, you will have to compensate the company for the shortfall in notice period post approval.

12. In addition to compensation for shortfall in notice period, you will be liable to pay applicable taxes on the amount of compensation in respect of shortfall in notice period.

13. The Company may, at its absolute discretion, terminate your employment with immediate effect, if you are non performing; or if the particulars furnished by you in your application or personal data form or during the interview, or later during the tenure of the employment in the Company, as the case may be, are subsequently found to be incorrect; or if you are found to be dishonest, disobedient, intemperate, uncivil or irregular in attendance or is guilty of gross negligence or misconduct including without limitation divulging confidential information, contravention of sexual harassment policy, indulging in financial irregularities, misbehavior, misuse of company property and products for personal gains, etc or is convicted by a court of any offence involving moral turpitude or continuous absence for more than 25 days continuously on any ground without prior permission except on ground of medical illness, as in the opinion of the Company would warrant the termination of your employment. The decision of the Company in this behalf shall be final, conclusive and binding on you. The Company will give you an appropriate opportunity to explain your side.

14. You shall adhere to the "Godrej Properties Limited Insider Trading - Code of Conduct" ("Code of Conduct") and Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 ("SEBI PIT Regulations") including any statutory modifications or re-enactments thereof for the time being in force, while trading in the securities of Godrej Properties Limited or any other company of Godrej Group and strictly comply with the requirements of Code of Conduct of the respective Godrej Group entity and SEBI PIT Regulations with respect to all your trades in the securities of the Godrej Group entities.

15. You will give your wholehearted and undivided attention to your work and will not, whilst in the service of the Company, concern yourself directly or indirectly with any other duties or outside work, without obtaining the prior permission of the Management in writing.

16. During your employment with the Company, you shall undertake such travel in India and elsewhere whenever so required by the Company for or in connection with the business of the Company.

17. The undertaking on confidentiality and non-competition will be considered as part and parcel of this Letter of Appointment.

18. This Letter of Appointment shall be construed and governed by the laws of India and courts of Mumbai shall have exclusive jurisdiction.

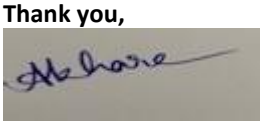
19. This Letter of Appointment supersedes all previous communications, prior understandings, arrangements, assurances or agreements, either written or oral, express or implied on the subject matter hereof.

20. Your role and responsibilities will be as per communication during hiring process. This can change in alignment with your reporting manager, structure changes or role change.

21. At Godrej, you will have immense opportunities of growing your career across our businesses in FMCG, real estate, agri, chemicals and housing finance. Our businesses are spread in 18 countries and you will be able to leverage organization processes such as Internal Job Opportunities to apply to openings in any business as well as access tailor made, enriching learning avenues to continue to enhance your skills.

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

Thank you,



Apekshit Khare
Senior General Manager - Human Resources

For GODREJ SKYLINE DEVELOPERS PRIVATE LIMITED

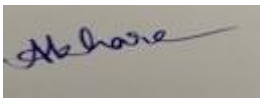
Annexure A

Compensation Structure

OFFER STRUCTURE

Omkar Deepak Bhagwat			
SR OFF - Customer Centricity, Pune		GPL Offer Salary Structure	
Components		P.M.	P.A.
Basic	**Fixed Comp.**	9360	112320
Retirals (Employer's PF+Gratuity)		2250	27000
HRA		6084	73008
Sub -Total (A)		**17694**	**212328**
Food Vouchers	**Flex Comp.**	2200	26400
Education Allowance		200	2400
LTA		780	9360
Supplementary Allowance		13626	163512
Sub -Total (B)		**16806**	**201672**
Fixed Annual CTC(A+B)		**34500**	**414000**
PBFT- Collective Component	**PBFT**		10800
PBFT- Individual Component			25200
Sub -Total (C)			**36000**
CTC Annual (A+B+C)			**450000**





- PBFT refers to Performance Bonus For Teams, and is paid based on individual and organizational performance.
- Flexi Pay Components will include education allowance, LTA, supplementary allowance etc. Each component has a level specific amount attached to it and employees have the flexibility of choosing components within the flexi pay framework.
- Your CTC does not take into account the cost incurred by the company towards Hospitalization and Group Term Insurance. You will be covered under the Group Insurance Scheme and Medical Benefits for you and your dependents (up to a maximum of 3 – among spouse, children, dependent parents) as per policy.

I agree to the above terms and conditions of employment.

_____

Omkar Deepak Bhagwat



Confidentiality and Non-Compete Undertaking

1. I, **Omkar Deepak Bhagwat** shall observe and comply with all applicable rules, regulations and policies of **Godrej Properties Limited**, including but not limited to code of conduct, sexual harassment policy, insider trading policy, etc. in force for the time being and from time to time.

2. I shall be responsible for safe keeping and return in good condition and order of all the Company's property, assets including manuals, reports, technical, business process documentations, correspondences, etc. which may be in my use, custody or charge.

3. I will do and perform all such duties as may be entrusted to me from time to time, in the above capacity or in any other capacity, to the best of my ability and also conduct yourself faithfully and conscientiously.

4. All inventions, discoveries (whether or not capable of patenting) works of authorship, artistic, literary and creative work and the copyright therein, improvement to or concerned with any product, business strategy plan or process made or developed by me or in combination with others in the course of my employment with the Company shall be the sole property of the Company and the Company shall have exclusive rights over the same.

5. Confidential Information means any information of the Company including proprietary information, information relating to its processes, formulae, specifications, R & D projects, policies, discoveries, ideas, strategies, know-how, analytical methods, dealers, distributors, retailers, agents, suppliers, customers, financial information, or any trade secrets or any information or material that is commercially valuable to the Company and /or any information generally not known to the public.

6. Confidential information will not include the following:
    i. information or knowledge which otherwise than by the employees' default becomes available to the public generally;
    ii. information which becomes part of the employees own professional skill and knowledge and which, apart from the provisions of this Agreement, could lawfully be used by the said employee for that purpose;
    iii. information that the Company or the relevant Affiliated Company has expressly granted prior written consent to disclosure or publication,
    iv. information which is already in the public domain

7. I shall not during your employment with the Company or afterwards:
    a) use any Confidential Information in any manner except for purposes of discharging my duties
    b) disclose Confidential Information to anyone (except someone authorized by the Company or as required by my duties under my employment agreement or by law) or
    c) use Confidential Information for my own purpose or for any other purposes other than those for the purpose of the Company or
    d) cause any unauthorized disclosure, through failure to exercise due care and diligence or otherwise of any Confidential Information of the Company or any Affiliated Company.
    e) neither directly nor indirectly use the Confidential Information in any manner to conduct any business similar to or competing directly or indirectly with the business of the Company.

8. I shall treat all Confidential Information as strictly confidential and not disclose any Confidential Information to any other person or entity without the prior written consent of the Company. This provision shall survive the termination of my employment with the Company.

9. I shall not, without the prior specific approval of the Company, make, support, endorse or otherwise engage in any mass communication with respect to the Company, its business, employees or any other information which is sensitive, including but not limited to posting, sharing or otherwise dissemination of any such information on any social platform or media (including any communication platform provided or supported by the Company). Any breach or non-adherence of the same shall render me liable for penal consequences, including but not limited to the termination of my services.

10. I shall deliver up to the Company on request at any time and on your resignation and/or termination of your employment all notes and (electronic data) records (including copies) made or received by me for the Company and all other material containing confidential information of the Company or any Affiliated Company.

11. All intellectual property developed in duration of my employment, shall be the sole property of the Company. I acknowledge and agree that all intellectual property is prepared for the Company and Company is the sole and exclusive owner of such Company's intellectual property rights. All assignment done for the Company shall be considered work made for hire by the employee and I shall have no ownership of such intellectual property rights. No further document will be required for transfer of all the assignments, intellectual property handled during the course of your employment with the Company.

12. Notwithstanding the disclosure of any Confidential Information by the Company to you or any of the employee, the Company shall retain title thereto and to all intellectual property and proprietary rights therein, and I will have no rights, by license or otherwise, to use the Confidential Information, proprietary information or intellectual property rights of the Company, except as expressly provided herein.

13. During the continuance of your employment with the Company and for a period of 1 (One) year thereafter, I shall neither directly or indirectly, without the prior written permission of the Company (i) recruit; (ii) solicit; or (iii) induce any personnel, consultant, customer or advisor of the Company to terminate his relationship with the Company.

14. Upon the termination of employment, I shall hand over charge to my supervisor or such person designated for that purpose by the Company and shall deliver up to such person all documents, papers, materials, assets (including laptop & other assets, if provided by the Company) and other property of the Company as may be in your possession, custody or control free from any lien thereon. I will not retain any copies, notes, extracts or excerpts of any document, data or material of the Company.

15. In the event of a breach of the obligations; or any wrongful acts, mala fide acts, negligence and or gross derelictions of your duties or any proceedings initiated against the Company for breach of your obligations, I shall indemnify the Company and be liable for all damages (including actual damages, costs, penalties, interest etc) caused to the Company and also immediate termination without notice, of my employment with the Company. I also agree that the Company shall adjust and/or recover such damages from the dues payable to me by the Company.

16. This Undertaking shall be construed and governed by the laws of India and courts of Mumbai shall have exclusive jurisdiction.

17. This Undertaking supersedes all previous communications, prior understandings, arrangements, assurances or agreements, either written or oral, express or implied on the subject matter hereof.

I agree to the above terms and conditions of employment.

_____

Omkar Deepak Bhagwat



MILLENNIUM
ENGINEERS & CONTRACTORS LTD.

Ref:MECL/HR&A/APPL/2023/ 3732 **Date:16/3/2023**

Mr. Vishwaraj Vishwas Deshmukh,

Subject - Letter of Appointment

With reference to your application for employment and subsequent interview you had with us, we are pleased to appoint you as **Jr.Engineer - Execution** on the following terms and conditions. Your date of joining has been recorded as **6/2/2023**.

1. You shall be entitled to a gross salary of **35000 /-** per month and shall be subject to deduction as per statutory laws.

2. You shall be on probation for a period of [**Six**] Months from the date of joining and the said period may, at the discretion of the management, be extended by the management or as per the provision of Service Rules or till completion of one year of continuous service. During the period of probation, your performance will be evaluated on a regular basis and if the same is not as per the expected standard, your appointment is liable to be terminated without any notice or payment in lieu thereof and without assigning any reasons whatsoever for such termination. On completion of the probation period to our satisfaction, you will be confirmed in your appointment on the terms and conditions as per the policy of the company.

In the event that you, being a newly hired employee, do not serve for a minimum period of 15 days of services, from the date of your joining, you shall not be entitled to receive salary as this expense is incurred by our company for your training purpose.

3. The company expects you to work in the Department, in which you are placed with a high standard of efficiency and economy.

4. Your appointment in our company and its continuance will be subject to your being found and remaining physically and mentally fit and alert to perform your duties. Your services shall be liable to be terminated on being found physically and mentally unfit at any time.

5. During your association with us, you are expected to perform such duties which may be assigned to you by the management from time to time. The company may transfer you for work from one place of duty or section/ department/ division to another place of duty or section/ department/

division in the establishment. You will also be liable to be transferred to our other establishment, plants, associated companies, branch offices, head offices which may be acquired in the future at the sole discretion of the management. On transfer from one place to another, your salary will not be adversely affected but all other terms and conditions shall remain the same.

6. This letter of appointment is being issued to you based on the understanding that you have provided true and fair information to that company and have not, inadvertently or otherwise, concealed any information that can be detrimental to your appointment. If it is found that, your past record is objectionable and if any declaration given by you proves to be false and you have suppressed any material information, in such case, the appointment itself shall be deemed to be irregular and your services will be liable to immediate termination without any notice or compensation in lieu thereof.

7. During the period, you are associated with us, you shall be in the exclusive employment of our organization and shall not engage yourself either alone or in the company, in any part-time work, consultancy, educational pursuits, profession, or employment either honorary and otherwise.

8. Your services shall be governed and shall abide by the Rules & Regulations of the company, implied or notified, and also any instruction that may be notified from time to time.

9. Any information relating to the processes, technical knowhow, administration and/or organizational methods, agreements, correspondence and any such information pertaining to our company that you may acquire as a result of your employment with us should be treated as strictly confidential and shall not be disclosed in any manner whatsoever, written or otherwise, to any outsider in order to safeguard the interest of the company. You are debarred from going into business in competition with our company, at least for a period of three years from the date of cessation of employment with us.

10. You shall be entitled to **3 days** of paid sick leaves during probation period After your confirmation you shall be entitled to **30 days** earned paid leaves, in addition to the company declared holidays as per the company policy. You are not entitled to any paid leaves during your notice period.

11. Your absence for a period of 10 days (including absence, which leaves though applied for, is not granted and when you overstay for more than 10 days) would entail the automatic termination of your job without any notice and information by the management. Also employee serving a notice period are not allowed to enjoy paid leaves.

12. A confirmed employee's employment may be terminated by either of the parties at any time by giving to the other, one / two months notice or one month gross salary in lieu of notice (In accordance with HR Policy & Grade). The notice period for **Employees on probation** shall be **15 days**.

Notwithstanding anything mentioned in the letter, management reserves the right to terminate you without any notice period or payment in lieu thereof in following cases:.

(a) If you remain absent from your duties for 10 days continuously, without prior written approval or permission of your superior.
(b) When any information declared by you or documents submitted by you, at the time of your interview/ selection is found to be incorrect/false/forged/fabricated.

(c) If you fail, refuse, or neglect to carry out and perform your duties assigned to you.
(d) For loss of confidence in you by the company for any of the acts committed by you.
(e) If you are found to be guilty of fraud, insubordination, or misconduct whether in the course of performance of duties entrusted to you or otherwise.
(f) If you become physically incapacitated for the performance of your duties.
(g) If you commit a breach of any of the terms of this letter of appointment.

Arriving on duty under the influence of alcohol, embarrassing clients, sub-contractors etc. for gratis etc., moral turpitude, theft, insubordination, hitting/fighting with other employees, absence without leave and not being punctual can result in management taking severe disciplinary actions including termination of your service.

In case of breach of the employment terms and actions which result in disruption of work, damage to the property/equipment/asset/reputation or business of our company or any such acts, the management reserves the right to take suitable disciplinary actions like suspension, imposing fines or termination.

13. No authority is vested upon you both to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior written permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

14. You will retire from the services of the company at the age of 58 years, which is the age of superannuation as far as your services are concerned.

Yours Faithfully,

For **Millennium Engineers & Contractors Ltd.,**



Director

****

This E-signature Document is a MECL property and has all the legal rights reserved with it. Electronic Signatures allow for faster, easier, and paperless signing of electronic documents. It helps you cut the paperwork and allow you to focus on the tasks at hand.

Continuation Sheet No. :
Phone : 020 - 25285432
020 - 25285482 / 5
Telefax : 020 - 25285482 / 5

SUNCON
ENGINEERS PVT. LTD.
Infrastructure Development Consultants

OFFER LETTER.

Date – 18.02.2022

Ref. :- F-Per/HR/SEPL/2021-22

Ms. Sanyogita Karande ,

Sub.:- Offer for the post of **'Jr. Civil Engineer.**

Dear Ms. Sanyogita Karande.

As per your interview dated 15.02.2022 at the cabin of CEO, SEPL for the post of **'Jr. Civil Engineer'**.

We are hereby let you know that you are selected and offer you the position of **"Jr. Civil Engineer"**.

The salary (CTC) will be **Rs. 15,000/- (Fifteen Thousand only)** per Month. Statutory deductions will be done as per rules and regulations. Your salary will be revised by 1st April 2023 after review of work. You will have privileges of Leave as per the rules and regulations.

Working Hours: Minimum 8 hrs. Per Day. Timing: 9.45 am to 6.00pm, Monday to Saturday excluding holidays and leaves.

We are holding this position available to you and Your Joining date is 21.02.2022. You are also informed that as per company's policy, you have to keep deposit for one month salary. Deposit will be deducted from your first salary till completion of deposit amount within 3 months.

You have to follow the rules and regulations as follows:

1. No conversation with other employee without any organizational work.
2. Avoid regional, caste, religion race, lobbying. Don't communicate any personal information to others.
3. Keep accountability of meetings & discussions with management & employees.
4. Other terms and conditions as per company & will be communicated in future.

P-1/9, Sai Palace, Bhusari Colony (Right), Near Lohiya-Jain IT Park, Paud Road, Kothrud, Pune - 411 038 (India).
E-mail : bd@sunconengineers.com Website : www.sunconengineers.com

Scope of Work

1) Validation of Survey and Investigation data.
2) Checking of Survey drawings and prepared on the basis of field data.
3) Preparation of Designed drawings.
4) Design related to road and water includes geometric design, pavement design, hydraulic design with the help of excel, storm cad and Bentley Software.
5) Cost Estimates for road, railway, water and infrastructure related project.
6) Site Visits and attending meeting on technical issues and for field data verification etc.

For Suncon Engineers Private Limited

SUNCON ENGINEERS PVT. LTD. PUNE

Mr. Rajendra Magar

Director

Received and Accepted by me

Ms. Sanyogita Karande

Date:

LANDMARKZ

Landmarkz EPC Pvt Ltd
CN U45309PN2021PTC201368
401, B-Square, Lane No-8, Veerbhadra Nagar,
Baner Pune Maharashtra 411045
Office +91-7888 03 2525
GSTIN 27AAECL6292L1ZY

Date: 06-12-2022

To,
Shubham Mohite,
Karad.

Subject – Appointment letter for Civil Engineer (Execution)

Dear Shubham,

Congratulations, with reference to the discussions you had with us, we are pleased to appoint you as Civil Engineer (Execution) at **Landmarkz EPC Pvt. Ltd.**

Your joining date shall be **7th December 2022** (Wednesday), For the said we shall be paying you salary Rs. 24,000/- P.M. (all Inc.) with probation period of 3 months from joining date. Your working hours shall be 9.30:00 a.m. to 6:30 p.m. Monday to Saturday 1:30 p.m. to 2:00 p.m. lunch break.

Terms & Conditions

- Please duly sign the copy of the appointment letter signifying your acceptance.
- Leave policy by order.

We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

With Best Wishes,

Landmarkz EPC Pvt. Ltd.

LANDMARKZ EPC PVT. LTD. CIN: U45309PN2021PTC201368 PUNE

Chirag Rathod
(Director)



महाराष्ट्र शासन
ग्राम विकास विभाग
सातारा जिल्हा परिषद सातारा
बांधकाम दक्षिण विभाग
सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार (स्थापत्य)
प्र.क्र. नोंदणी - १०४१/२०२२-२०२३

कार्यकारी अधिकारी
सातारा जिल्हा परिषद बांधकाम विभाग (दक्षिण)

संबधीताची स्वाक्षरी

संदर्भ :-१) महाराष्ट्र शासन ग्रामविकास व जलसंधारण विभागाकडील शासन निर्णय क्रं.ग्रासयो/२००७ प्र.क्र.१/योजना-९ दिनांक ८ मे २००७
२) महाराष्ट्र शासन ग्राम विकास व जलसंधारण विभागाकडील शासन निर्णय क्र. संकिर्ण-२०१०/२७५/प्र.क्र. १७२/पं.रा. ७ दि. १९ ऑक्टोंबर २०११
३) कार्यासन अधिकारी, ग्रामविकास व जलसंधारण विभाग, बांधकाम भवन, मुंबई यांचेकडील पत्र क्र.निविदा-२०१३/प्र.क्र.३१४/पंरा-७ दि. ३० ऑक्टोंबर २०१३
४) मा. अति. मु.का.अ.जि.प.सातारा यांचेकडील मंजूर टिपणी दि. २७.०९.२०२२

नोंदणी प्रमाणपत्र

निम्न स्वाक्षरीत प्रदान करण्यात आलेल्या अधिकाराचा वापर करुन खालील प्रमाणे सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार यांचे नाव मान्यता प्राप्त ठेकेदार यादीत समाविष्ठ करण्यात येत आहे.

१)	**सुशिक्षीत बेरोजगार अभियंत्याचे पूर्ण नांव**	:-	**श्री योगेश हणमंत डाकवे**
२)	**सुशिक्षीत बेरोजगार अभियंता संपूर्ण पत्ता**	:-	**मु.डाकेवाडी पो.काळगांव ,ता.कराड ,जि.सातारा**
३)	**नोंदणीचा वर्ग**	:-	**वर्ग ५ अ (स्थापत्य) सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार**
४)	**प्रमाणपत्राची मुदत**	:-	**पाच वर्ष दिनांक १०/१०/२०२२ पासून दिनांक ०९/१०/२०२७ पर्यंत**
५)	**कामे करण्याची क्षमता**	:-	**रक्कम रुपये ३०.०० लक्ष (अक्षरी रु. तीस लाख) पर्यंत**

आपणास असे कळविणेत येते की, आपले नांव मान्यता प्राप्त कंत्राटदार म्हणून **वर्ग ५ अ** मध्ये दिनांक **१०/१०/२०२२** पासून दिनांक **०९/१०/२०२७** पर्यंत नोंदविण्यात आले आहे. नोंदणी फी रुपये ७,५००/- (अक्षरी रु.सात हजार पाचशे फक्त) चलनाने दिनांक **१०/१०/२०२२** रोजी भरले आहेत.

सदरहू कंत्राटदाराची नोंदणी दुसरी कोणतीही सूचना दिली गेली नसल्यास **पाच वर्षापर्यंत** म्हणजे दिनांक **०९/१०/२०२७** पर्यंत पुढील अटीवर अबाधीत राहील तसेच प्रत्येक काम रक्कम रु. ३०.०० लक्ष **(तीस लक्ष)** पर्यंत घेणेचा अधिकार याव्दारे प्रदान करण्यात येत आहे.

१) नोंदणीकृत सुशिक्षीत बेरोजगार अभियता यांनी वर्ग पात्रतेचे काम त्यांनी तशा आशयाचे अर्ज केल्यानंतर स्पर्धात्मक निविदा न मागविता अद्यावत ठेवण्यात आलेल्या विभागीय दरसूचीवर आधारीत अंदाजपत्रकीय दराने व-१ करारनाम्यात कामाच्या उपलब्धतेनुसार दिलेली कामे यशस्वीपणे पूर्ण करणे आवश्यक राहील.

(मागे पहा)

२) ज्या नोंदणीकृत सुशिक्षित बेरोजगार अभियंता यांनी रु. ५.०० लक्ष पर्यंतचे पहिले काम यशस्वीरित्या पुर्ण केलेले आहे अशाच सुशिक्षित बेरोजगार अभियंता यांना रु. **३०.००** लक्ष पर्यंतची कामे देण्यासाठी पात्र राहतील. अशा कामांची एकत्रित र.रु. ६०.०० लक्ष प्रति वर्ष पाच वर्षांपर्यंत इतकी राहील व तदनंतर सुशिक्षित बेरोजगार अभियंता यांनी नियमित कंत्राटदार म्हणून कार्यरत राहतील. अशा कामांची नोंद संबंधित खात्याच्या कार्यकारी अभियंता यांनी सोबत पुरविलेल्या पास बुकात नोंद घेणे आवश्यक राहील. संबंधित सुशिक्षित बेरोजगार अभियंता यांचे पासबुकातील नोंदी तपासुन एका वर्षात ६० ०० लाखापेक्षा जास्त रकमेची कामे दिली जाणार नाहीत. सदरचे पासबुक काम वाटप सभवेळी संबंधित खात्याच्या कार्यकारी अभियंता यांचेकडून भरून घेणे आवश्यक राहील.

३) सुशिक्षीत बेरोजगार अभियता यांना स्पर्धात्मक निविदा न मागविता द्यावयाचे एक काम नोंदणीनंतर फक्त एकदाच व नोंदणी केली आहे त्याच जिल्हयात मिळेल असे काम इतर ठेकेदारास पोट कंत्राटावर (Sublet) करता येणार नाही.

४) ज्या कामासाठी जाहीर निविदा मागविण्यात येतील व ज्या सुशिक्षीत बेरोजगार अभियंत्यांनी स्वतंत्र ठेकेदार प्रमाणे स्वतंत्र निविदा भरल्या असतील तेव्हा तारण भरण्यासाठी सुशिक्षीत बेरोजगार अभियंत्यांना इतर ठेकेदाराप्रमाणे मानण्यात येईल.

५) या योजने अंतर्गत काम वाटप समितीमार्फत वाटप झालेल्या कामास बयाणा रक्कम भरणा करणेस सुट आहे. मात्र ज्या कामांच्या ई-निविदा व जाहिर निविदा मागविणेत येतील तेव्हा इसारा/बयाणा रक्कम भरावी लागेल.

६) महाराष्ट्र राज्यामध्ये प्रमाणपत्राच्या मुदतीत एकही कामाची निविदा भरली नसल्यास मान्यता प्राप्त कंत्राटदाराच्या यादीतून आपले नाव काढून टाकणेत येईल.

७) आपल्या नोंदणीच्या नुतणीकरणाच्या वेळी नोंदणीची मुदत संपण्याआधी तीन महिने या कार्यालयात अर्ज करणे बंधनकारक राहील.

वरील पैकी कोणत्याही शर्तीचे अनुपालन न केल्यास आपल्याला दिलेले वर्गवारी नोंदणी प्रमाणपत्र रद्द करण्यास पात्र होईल.

कार्यकारी अभियंता
सातारा जिल्हा परिषद,
बांधकाम (दक्षिण) विभाग

जा.क./बांध/द/सुबेअ/नोंदणी/लेखा-६/१०४१/२०२२-२३
बांधकाम विभाग दक्षिण
सातारा जिल्हा परिषद, सातारा
दिनांक १०/१०/२०२२

प्रति,

श्री योगेश हणमंत डाकवे
मु.डाकेवाडी पो.काळगांव ,ता.कराड
,जि.सातारा

प्रत:- कार्यकारी अभियंता जिल्हा परिषद सातारा बांधकाम उत्तर/ल.पा./ग्रामीण पाणी पुरवठा/सा.बां.विभाग सातारा/सा.बां.(पश्चिम) सातारा यांना माहितीसाठी व पुढील कार्यवाहीसाठी सस्नेह अग्रेषित.

प्रत:- मा.मुख्य कार्यकारी अधिकारी जि.प.सातारा/अति.मुख्य कार्यकारी अधिकारी जि.प.सातारा यांना माहितीसाठी सविनय सादर.

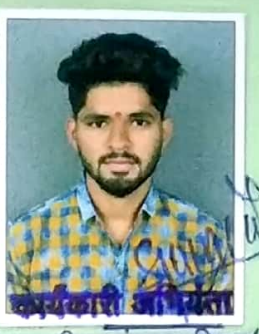
प्रत:- मा.अधिक्षक अभियता प्रधानमंत्री ग्रामसडक योजना पुणे विभाग पुणे / सां.बा.मंडळ सातारा यांना माहितीसाठी सादर.

महाराष्ट्र शासन

ग्रामविकास व जलसंधारण विभाग

सातारा जिल्हा परिषद सातारा

बांधकाम दक्षिण विभाग



कार्यकारी अभियंता
सातारा जिल्हा परिषद बांधकाम विभाग (दक्षिण)

संबधीताची स्वाक्षरी

सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार (स्थापत्य)

प्र.क्र. नोंदणी - ५८५/२०१९-२०२०

संदर्भ :-१) महाराष्ट्र शासन ग्रामविकास व जलसंधारण विभागाकडील शासन निर्णय क्रं.ग्रासयो /२००७ प्र.क्र.-१/योजना-९ दिनांक ८ मे २००७

२) महाराष्ट्र शासन ग्राम विकास व जलसंधारण विभागाकडील शासन निर्णय क्र. संकिर्ण-२०१०/२७५/प्र.क्र. १७२/पं.रा. ७ दि. १९ ऑक्टोंबर २०११

३) कार्यासन अधिकारी, ग्रामविकास व जलसंधारण विभाग, बांधकाम भवन, मुंबई यांचेकडील पत्र क्र. निविदा-२०१३/प्र.क्र.३१४/पंरा-७ दि. ३० ऑक्टोंबर २०१३

४) मा. अति. मु.का.अ.जि.प.सातारा यांचेकडील मंजूर टिपणी दि. २६.०२.२०२०.

नोंदणी प्रमाणपत्र

निम्न स्वाक्षरीत प्रदान करण्यात आलेल्या अधिकाराचा वापर करुन खालील प्रमाणे सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार यांचे नाव मान्यता प्राप्त ठेकेदार यादीत समाविष्ठ करण्यात येत आहे.

१)	सुशिक्षीत बेरोजगार अभियंत्याचे पूर्ण नांव	:-	**श्री आशिष प्रल्हाद साळुंखे,**
२)	सुशिक्षीत बेरोजगार अभियंता संपूर्ण पत्ता	:-	**मु.पो.महिंद, ता.पाटण, जि.सातारा**
३)	नोंदणीचा वर्ग	:-	**वर्ग ५ अ (स्थापत्य) सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार**
४)	प्रमाणपत्राची मुदत	:-	**पाच वर्ष दिनांक ०९/०३/२०२० पासून दिनांक ०८/०३/२०२५ पर्यंत**
५)	कामे करण्याची क्षमता	:-	**रक्कम रुपये ३०.०० लक्ष (अक्षरी रु. तीस लाख) पर्यंत**

आपणास असे कळविणेत येते की, आपले नांव मान्यता प्राप्त कंत्राटदार म्हणून **वर्ग ५ अ** मध्ये दिनांक **०९/०३/२०२०** पासून दिनांक **०८/०३/२०२५** पर्यंत नोंदविण्यात आले आहे. नोंदणी फी रुपये ७५००/- (अक्षरी रु.सात हजार पाचशे फक्त) चलनाने दिनांक **०९/०३/२०२०** रोजी भरले आहेत.

सदरहू कंत्राटदाराची नोंदणी दुसरी कोणतीही सूचना दिली गेली नसल्यास **पाच वर्षापर्यंत** म्हणजे दिनांक **०८/०३/२०२५** पर्यंत पुढील अटीवर अबाधीत राहील तसेच प्रत्येक काम रक्कम रु. ३०.०० लक्ष **(तीस लक्ष)** पर्यंत घेणेचा अधिकार याव्दारे प्रदान करण्यात येत आहे.

१) नोंदणीकृत सुशिक्षीत बेरोजगार अभियता यांनी वर्ग पात्रतेचे काम त्यांनी तशा आशयाचे अर्ज केल्यानंतर स्पर्धात्मक निविदा न मागविता अद्यावत ठेवण्यात आलेल्या विभागीय दरसूचीवर आधारीत अंदाजपत्रकीय दराने ब-१ करारनाम्यात कामाच्या उपलब्धतेनुसार दिलेली कामे यशस्वीपणे पूर्ण करणे आवश्यक राहील.

(मागे पहा)

Scanned with CamScanner

२) ज्या नोंदणीकृत सुशिक्षित बेरोजगार अभियंता यांनी रु. ५.०० लक्ष पर्यंतचे पहिले काम यशस्वीरित्या पूर्ण केलेले आहे अशाच सुशिक्षित बेरोजगार अभियंता यांना रु. **१५.००** लक्ष पर्यंतची कामे देण्यासाठी पात्र राहतील. अशा कामांची एकत्रित र.रु. ६०.०० लक्ष प्रति वर्ष पाच वर्षापर्यंत इतकी राहील व तद्नंतर सुशिक्षित बेरोजगार अभियंता यांनी नियमित कंत्राटदार म्हणून कार्यरत राहतील. अशा कामांची नोंद संबंधित खात्याच्या कार्यकारी अभियंता यांनी सोबत पुरविलेल्या पास बुकात नोंद घेणे आवश्यक राहील. संबंधित सुशिक्षित बेरोजगार अभियंता यांचे पासबुकातील नोंदी तपासुन एका वर्षात ६०.०० लाखापेक्षा जास्त रकमेची कामे दिली जाणार नाहीत. सदचे पासबुक काम वाटप सभेवेळी संबंधित खात्याच्या कार्यकारी अभियंता यांचेकडून भरून घेणे आवश्यक राहील.

३) सुशिक्षीत बेरोजगार अभिंयता यांना स्पर्धात्मक निविदा न मागविता द्यावयाचे एक काम नोंदणीनंतर फक्त एकदाच व नोंदणी केली आहे त्याच जिल्हयात मिळेल असे काम इतर ठेकेदारास पोट कंत्राटावर (Sublet) करता येणार नाही.

४) ज्या कामासाठी जाहीर निविदा मागविण्यात येतील व ज्या सुशिक्षीत बेरोजगार अभियंत्यांनी स्वतंत्र ठेकेदार प्रमाणे स्वतंत्र निविदा भरले असतील तेव्हा तारण भरण्यासाठी सुशिक्षीत बेरोजगार अभियंत्यांना इतर ठेकेदाराप्रमाणे मानण्यात येईल.

५) या योजने अंतर्गत काम वाटप समितीमार्फत वाटप झालेल्या कामास बयाणा रक्कम भरणा करणेस सुट आहे. मात्र ज्या कामांच्या ई-निविदा व जाहिर निविदा मागविणेत येतील तेंव्हा इसारा/बयाणा रक्कम भरावी लागेल.

६) महाराष्ट्र राज्यामध्ये प्रमाणपत्राच्या मुदतीत एकही कामाची निविदा भरली नसल्यास मान्यता प्राप्त कंत्राटदाराच्या यादीतून आपले नाव काढून टाकणेत येईल.

७) आपल्या नोंदणीच्या नुतणीकरणाच्या वेळी नोंदणीची मुदत संपण्याआधी तीन महिने या कार्यालयात अर्ज करणे बंधनकारक राहील.

वरील पैकी कोणत्याही शर्तीचे अनुपालन न केल्यास आपल्याला दिलेले वर्गवारी नोंदणी प्रमाणपत्र रद्द करण्यास पात्र होईल.

कार्यकारी अभियंता
सातारा जिल्हा परिषद,
बांधकाम (दक्षिण) विभाग

जा.क्र./बांध/द/सुबेअ/नोंदणी/लेखा-६/५८५/२०१९-२०२०
बांधकाम विभाग दक्षिण
सातारा जिल्हा परिषद,
सातारा दिनांक ०९/०३/२०२०

प्रति,

श्री आशिष प्रल्हाद साळुंखे,
मु.पो.महिंद, ता.पाटण, जि.सातारा

प्रतः- कार्यकारी अभियंता जिल्हा परिषद सातारा बांधकाम उत्तर/ल.पा./ग्रामीण पाणी पुरवठा/ सा.बा.विभाग सातारा/सा.बां.(पश्चिम) सातारा यांना माहीतीसाठी व पुढील कार्यवाहीसाठी सस्नेह अग्रेषित.

प्रतः- मा.मुख्य कार्यकारी अधिकारी जि.प.सातारा/अति.मुख्य कार्यकारी अधिकारी जि.प.सातारा यांना माहितीसाठी सादर.

प्रतः- मा.अधिक्षक अभिंयता प्रधानमंत्री ग्रामसडक योजना पुणे विभाग पुणे / सां. बा. मंडळ सातारा यांना माहीतीसाठी सादर.

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BID MANAGEMENT

User Management
- Debarred/Revoked Details
- My Accounts
- My Documents

Auction Management
- My Auctions
- Live Auctions
- View Auction History

Bid Management
- Search Active Tenders
- My Tenders
- Clarification
- My Active Bids
- Bid Opening (Live)
- Short fall Documents
- Online Payment Status
- My Bids History
- Short Fall Documents History
- Archived Clarification
- Tender Status
- My Withdrawn Bids

Bank Response On Payment Details

Your Online transaction has been completed successfully.

Organisation Chain : RDD-CEO-SATARA||SATARA-WORKS DIV.
Tender Title : Construction of Internal concrete road at Saidapur-Shahu colony, Tal-Karad
Tender ID : 2021_SATAR_637753_9
Tender Ref No. : Works/South/A-7/E-Tender/ 46 /20-21

Bank Response On Payment Details

eProcurement Ref. Number :	**11025343352599**
PRN Number :	**11025343352599**
Bank / UTR Number :	**IGAKJDSDV9**
Bank Name :	**SBI Bank**
Status :	**Success**
Status Description :	**Completed successfully.**
Tender Fee in ₹ :	100
EMD Fee in ₹ :	4,400
Total Fee in ₹ :	**4,500**

Next

महाराष्ट्र शासन
ग्रामविकास व जलसंधारण विभाग
सातारा जिल्हा परिषद सातारा
बांधकाम दक्षिण विभाग



सातारा जिल्हा परिषद बांधकाम विभाग (दक्षिण)

सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार (स्थापत्य)
प्र.क्र. नोंदणी - ४९०/२०१९-२०२०

Rohit
संबधीताची स्वाक्षरी

संदर्भ :-१) महाराष्ट्र शासन ग्रामविकास व जलसंधारण विभागाकडील शासन निर्णय क्रं.ग्रासयो /२००७ प्र.क्र.-१/योजना-९ दिनांक ८ मे २००७
२) महाराष्ट्र शासन ग्राम विकास व जलसंधारण विभागाकडील शासन निर्णय क्र. संकिर्ण-२०१०/२७५/प्र.क्र. १७२/पं.रा. ७ दि. १९ ऑक्टोंबर २०११
३) कार्यासन अधिकारी, ग्रामविकास व जलसंधारण विभाग, बांधकाम भवन, मुंबई यांचेकडील पत्र क्र. निविदा-२०१३/प्र.क्र.३१४/पंरा-७ दि. ३० ऑक्टोंबर २०१३
४) मा. अति. मु.का.अ.जि.प.सातारा यांचेकडील मंजूर टिपणी दि. १४.०६.२०१९.

नोंदणी प्रमाणपत्र

निम्न स्वाक्षरीत प्रदान करण्यात आलेल्या अधिकाराचा वापर करुन खालील प्रमाणे सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार यांचे नाव मान्यता प्राप्त ठेकेदार यादीत समाविष्ठ करण्यात येत आहे.

१)	सुशिक्षीत बेरोजगार अभियंत्याचे पूर्ण नांव	:-	श्री रोहित सुरेश मोहिते,
२)	सुशिक्षीत बेरोजगार अभियंता संपूर्ण पत्ता	:-	मु.पो.बेलवडे बु., ता.कराड जि.सातारा
३)	नोंदणीचा वर्ग	:-	वर्ग ५ अ (स्थापत्य) सुशिक्षीत बेरोजगार अभियंता व कंत्राटदार
४)	प्रमाणपत्राची मुदत	:-	पाच वर्ष दिनांक १९/०६/२०१९ पासून दिनांक १८/०६/२०२४ पर्यंत
५)	कामे करण्याची क्षमता	:-	रक्कम रुपये ३०,०० लक्ष (अक्षरी रु. तीस लाख) पर्यंत

आपणास असे कळविणेत येते की, आपले नांव मान्यता प्राप्त कंत्राटदार म्हणून **वर्ग ५ अ** मध्ये दिनांक **१९/०६/२०१९** पासून दिनांक **१८/०६/२०२४** पर्यंत नोंदविण्यात आले आहे. नोंदणी फी रुपये ७५००/- (अक्षरी रु.सात हजार पाचशे फक्त) चलनाने दिनांक **१९/०६/२०१९** रोजी भरले आहेत.

सदरहू कंत्राटदाराची नोंदणी दुसरी कोणतीही सूचना दिली गेली नसल्यास **पाच वर्षांपर्यंत** म्हणजे दिनांक **१८/०६/२०२४** पर्यंत पुढील अटीवर अबाधीत राहील तसेच प्रत्येक काम रक्कम रु. ३०.०० लक्ष **(तीस लक्ष)** पर्यंत घेणेचा अधिकार याव्दारे प्रदान करण्यात येत आहे.

१) नोंदणीकृत सुशिक्षीत बेरोजगार अभियता यांनी वर्ग पात्रतेचे काम त्यांनी तशा आशयाचे अर्ज केल्यानंतर स्पर्धात्मक निविदा न मागविता अद्यावत ठेवण्यात आलेल्या विभागीय दरसूचीवर आधारीत अंदाजपत्रकीय दराने ब-१ करारनाम्यात कामाच्या उपलब्धतेनुसार दिलेली कामे यशस्वीपणे पूर्ण करणे आवश्यक राहील.

(मागे पहा)

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२) ज्या नोंदणीकृत सुशिक्षित बेरोजगार अभियंता यांनी रु. ५.०० लक्ष पर्यंतचे पहिले काम यशस्वीरित्या पूर्ण केलेले आहे अशाच सुशिक्षित बेरोजगार अभियंता यांना रु. १५.०० लक्ष पर्यंतची कामे देण्यासाठी पात्र राहतील. अशा कामांची एकत्रित र.रु. ६०.०० लक्ष प्रति वर्ष पाच वर्षापर्यंत इतकी राहील व तदनंतर सुशिक्षित बेरोजगार अभियंता यांनी नियमित कंत्राटदार म्हणून कार्यरत राहतील. अशा कामांची नोंद संबंधित खात्याच्या कार्यकारी अभियंता यांनी सोबत पुरविलेल्या पास बुकात नोंद घेणे आवश्यक राहील. संबंधित सुशिक्षित बेरोजगार अभियंता यांचे पासबुकातील नोंदी तपासुन एका वर्षात ६०.०० लाखापेक्षा जास्त रकमेची कामे दिली जाणार नाहीत. सदचे पासबुक काम वाटप समेवेळी संबंधित खात्याच्या कार्यकारी अभियंता यांचेकडून भरून घेणे आवश्यक राहील.

३) सुशिक्षीत बेरोजगार अभियता यांना स्पर्धात्मक निविदा न मागविता द्यावयाचे एक काम नोंदणीनंतर फक्त एकदाच व नोंदणी केली आहे त्याच जिल्हयात मिळेल असे काम इतर ठेकेदारास पोट कंत्राटावर (Sublet) करता येणार नाही.

४) ज्या कामासाठी जाहीर निविदा मागविण्यात येतील व ज्या सुशिक्षीत बेरोजगार अभियंत्यांनी स्वतंत्र ठेकेदार प्रमाणे स्वतंत्र निविदा भरले असतील तेव्हा तारण भरण्यासाठी सुशिक्षीत बेरोजगार अभियंत्यांना इतर ठेकेदाराप्रमाणे मानण्यात येईल.

५) या योजने अंतर्गत काम वाटप समितीमार्फत वाटप झालेल्या कामास बयाणा रक्कम भरणा करणेस सुट आहे. मात्र ज्या कामांच्या ई-निविदा व जाहिर निविदा मागविणेत येतील तेव्हा इसारा/बयाणा रक्कम भरावी लागेल.

६) महाराष्ट्र राज्यामध्ये प्रमाणपत्राच्या मुदतीत एकही कामाची निविदा भरली नसल्यास मान्यता प्राप्त कंत्राटदाराच्या यादीतून आपले नाव काढून टाकणेत येईल.

७) आपल्या नोंदणीच्या नुतणीकरणाच्या वेळी नोंदणीची मुदत संपण्याआधी तीन महिने या कार्यालयात अर्ज करणे बंधनकारक राहील.

वरील पैकी कोणत्याही शर्तीचे अनुपालन न केल्यास आपल्याला दिलेले वर्गवारी नोंदणी प्रमाणपत्र रद्द करण्यास पात्र होईल.

कार्यकारी अभियंता
सातारा जिल्हा परिषद,
बांधकाम (दक्षिण) विभाग

जा.क्र./बांध/द/सुवेअ/नोंदणी/लेखा-६/४९०/२०१९-२०२०
बांधकाम विभाग दक्षिण
सातारा जिल्हा परिषद,
सातारा दिनांक १९/०६/२०१९

प्रति,

श्री रोहित सुरेश मोहिते,
मु.पो.बेलवडे बु., ता.कराड जि.सातारा

प्रत:-कार्यकारी अभियंता जिल्हा परिषद सातारा बांधकाम उत्तर/ल.पा./ग्रामीण पाणी पुरवठा/ सा.बा.विभाग सातारा/सा.बां.(पश्चिम) सातारा यांना माहीतीसाठी व पुढील कार्यवाहीसाठी सस्नेह अग्रेषित.

प्रत:-मा.मुख्य कार्यकारी अधिकारी जि.प.सातारा/अति.मुख्य कार्यकारी अधिकारी जि.प.सातारा यांना माहितीसाठी सादर.

प्रत:-मा.अधिक्षक अभियता प्रधानमंत्री ग्रामसडक योजना पुणे विभाग पुणे / सां. बा. मंडळ सातारा यांना माहीतीसाठी सादर.

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17-Oct-2023
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Registration Certificate
Government of Maharashtra
Food And Drug Administration
Food Safety and Standards Authority of India
Registration Certificate under FSS Act, 2006

FDA MAHARASHTRA

/ Registration Number: **21522039001522**



1.	Name and permanent address of Food Business Operator (FBO)	SHUBHAM SHIVAJI DESAI/SHUBHJIVAN KIRANA STORES PROP.NO.434, AT MANDRULKOLE, POST DHEBEWADI , Patan, Satara, Maharashtra-415112
2.	Address of location where food business is to be conducted / premises	PROP.NO.434, AT MANDRULKOLE, POST DHEBEWADI, Patan, Satara, Maharashtra - 415112
3.	Kind of Business	Retailer
4.	Photo Identity Card	N/A

This Registration certificate is issued under and is subject to the provisions of FSS Act, 2006 all of which must be complied with by the petty food business.

Place / Satara
Issued On / 22-11-2022 (New Registration)
Valid Upto: 21-11-2027 (For details, refer Annexure)

Registering Authority
Date : 22-11-2022 14:42:33 IST
User Id : doXXXXXXXX01
Verified through Mobile : 96XXXXXX84

Annexures:
1. Product Annexure
2. Validity Annexure
3. Registration Id Card

Note:

1. **Application for renewal of Registration Certificate can be filed as early as 180 days prior to expiry date of Registration Certificate. You can file application for renewal or modification of Registration Certificate by login into FSSAI's Food Safety Compliance System(https://foscos.fssai.gov.in) with your user id and password or call us at 1800112100 for any clarification.**
2. **This Registration Certificate is only to commence or carry on food businesses and not for any other purpose.**
3. **This is computer generated Registration Certificate and doesn't require any signature or stamp by authority.**
4. **This Registration Certificate is allowed to conduct food businesses activities having annual turnover upto Rs. 12 Lacs only.**

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Offer Letter

Dear Dhanshree,

Greetings from Teckinfo Solutions Pvt. Ltd.!!

We wish to inform you that with reference to your Interview on **1st July 2022**, you have been selected for the post of **Associate Software Developer** Location - Mumbai**.**

Detailed Salary Structure would be shared with you at the time of joining, You have to join the duty on **11th July 2022.**

This offer letter is valid till **6th of July, 2022**, **please confirm your acceptance over email before that date otherwise the offer stands cancelled.**

Thanks & Regards,

HR Team
Teckinfo solution private limited.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 6123518/1385389,

07/08/2022,
Sneha Shrimant Bhosale.

Keshavnagar, galli no 5 Near, polic station
Kadegoan, Maharashtra
India.

Confidential

Dear Sneha Shrimant Bhosale,

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 **07/12/2022** (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,
A-1 Technology Park MIDC,Talwade,Pune, Maharashtra - 412114

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

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten 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:

Analyst

Total Cost to Company (CTC). **Rs.400,010.00**

Monthly Components	**Per Month**	**Annualized**
Basic	**Rs.15,000.00**	**Rs.180,000.00**
House Rent Allowance	**Rs.9,000.00**	**Rs.108,000.00**
Other Allowances and Reimbursements – 1 #	**Rs.1,890.00**	**Rs.22,680.00**
Other Allowances and Reimbursements – 2 +	**Rs.839.00**	**Rs.10,068.00**
Advance Statutory Bonus ++	**Rs.3,149.00**	**Rs.37,788.00**
Gross monthly salary	**Rs.29,878.00**	**Rs.358,536.00**
Capgemini's contribution to PF *	**Rs.1,800.00**	**Rs.21,600.00**
Gratuity (accrual only)		**Rs.8,664.00**
Total Fixed Compensation		**Rs.388,800.00**
Total Cash Compensation		**Rs.388,800.00**
Benefits		
Medical, Accident & Life Insurance Premium		**Rs.11,210.00**
Total Cost to Company		**Rs. 400,010.00**

You need to choose any of the following optional instruments that are a part of the Other Allowance and Reimbursements - 1. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	**Annualized**
Remote Working Allowance	**19,800.00**
Books and Journals	**24,000.00**
Professional Pursuit	**180,000.00**
Conveyance Allowance	**63,600.00**

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements - 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Notes:

1. The payroll processing will be as per Company policy notified from time to time.

2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.

3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.

5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

* Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

\# All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.

\+ This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

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

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

2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.

NOTE:

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

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.) You shall be eligible for following additional one-time payout:

- **Special Incentive:**You shall be eligible for one-time incentive of **INR 25,000.00/- (Rupees Twenty Five Thousand Only)**. post completion of one year of service from your date of joining with the Company. This payment will be made to you in the subsequent payroll cycle post completion of one year and will fully taxable. However, in the event that you are not an active employee of the Company (i.e. terminated or you resign from employment or for any other reason) post completion of one year but before the disbursement of one-time incentive, you shall not be entitled for this one-time incentive paid.

H.) 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.

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

J.) 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 09/10/2022 (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 Back ground 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.

K.) 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: **Sneha Shrimant Bhosale**

Date: **07/08/2022**

EXHIBIT 1

Terms & Conditions of Employment with Capgemini Technology Services India Limited

1. CURRENT WORK LOCATION:

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

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

a) one location to another; or

b) one team/department/account/function/Business Unit to another; or

c) one project/job to another; or

d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

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

2. DUTIES AND RESPONSIBILITIES:

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

3. COMPENSATION:

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

4. TRAINING:

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

5. COVENANTS AND REPRESENTATIONS:

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

a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company.

b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates.

c) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

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

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

5.4 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, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

a) you are legally permitted to reside and be employed in India.

b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same.

c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications.

d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you.

e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and

f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

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

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

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

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

a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you.

b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent.

c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care.

d) prevent the unauthorized use, dissemination or publication of such Confidential Information.

e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you.

f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company).

g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company.

h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

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

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

a) was in your possession before receiving the same from the Company pursuant to this Letter.

b) is or becomes a matter of public knowledge through no fault of yours; or

c) is rightfully received by you from a third party without a duty of confidentiality.

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

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

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

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

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

7. INTELLECTUAL PROPERTY:

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

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

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

a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith.

b) results from tasks assigned to you by the Company; or

c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

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

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

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

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

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

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

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

8. CONFLICT OF INTEREST:

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

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

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

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

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

9. RETIREMENT/TERMINATION:

a.) Retirement

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

b.) Notice Period/Termination

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

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

(ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

(iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the 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.

c.) Effects of Cessation of Employment

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

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

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

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

11. MISCELLANEOUS:

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

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

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

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

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

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

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

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

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

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

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

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

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

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

Name:
Signature:
Date:

ANNEXURE I (A)

Onboarding Documents

Please carry 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.	Employment Documents: **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 **Previous Employment**Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day
3.	**Education Documents** a) 10th Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate (If applicable) e) Any other relevant certificate
4.	**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
5.	Passport size photographs (6 nos.)
6.	**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
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:

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

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

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

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

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

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

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

Form 16 - Part A only.

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

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

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

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

Court Verification Forms

- Court Record form

Note:

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

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

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

Important points to note:

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

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

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

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

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

Best Regards,
Team HR

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STAR



Prajakta Thorat

EMPLOYEE ID : 40069

BLOOD GROUP : B+

STAR ENGINEERS INDIA PVT. LTD.

www.starengineersindia.com

M

Machinfabrik- HR 7/4/2022

to me

Dear Mr Kunal,

As per your job application with us, we are pleased to offer you the position of service engineer . You may join the organization on or before 22nd April, 2022.

Request you to reply on this email as your acceptance.

You are requested to bring the following documents along with you during the time of joining :

1. Adhar Card
2. Pan card
3. Address proof
4. birth certificate
5. Educational certificates
6. Previous company relieving letter and payslip
7. Any additional certificates that you may have
8. Fitness certificates

Regards,

MACHIN FABRIK
Machinfabrik Industries Pvt. Ltd.
Innovative Solutions for Healthcare

Kunjal Mamaniya
HR

: 91-22-6736 8244
: hr@machinfabrik.com
Mob : 82 9198 3062
www.machinfabrik.com

Machinfabrik Industries Pvt. Ltd.
R-89/90, TTC. Indl. Area, Rabale, MIDC., Thane Belapur Road, Navi Mumbai - 400701 India

epsilon

Design Consultancy Pvt Ltd

101, United Business Park, Road No. 11,
Behind Old Passport Office, Wagle Industrial Estate,
Thane (West), Maharashtra - 400 604. Tel.: 2582 95 95

PUNE BRANCH OFFICE :

Office No. 419, City Avenue, Next to Jaguar Showroom, Wakad
Nr. Bhumkar Chowk, Mumbai-Bangalore Highway, Pune : 411057



Name : Amruta Mane

Emp. Code : EDC- 086

Director

FLASH



CHARUSHILA PATIL

Emp. No.: 1895 Blood Group : AB+ve

Authorised Signature

Flash Electronics (I) Private Limited
A-4, MIDC Chakan Industrial Area,
Mahalunge, Chakan, Pune 410501.
Tel.: (2135) 666100, Fax: (2135) 666109

SIEMER
TECHNOLOGIES



Ajay More

Employee Id : 202158

Designation : Testing Engineer

FLASH

Sr.13146

BUS & CANTEEN PASS



Name : Komal Khadake

Emp No. 33449 Dept : Ele -

Bus Stop : Bhosari

Canteen : Yes

Snacks : No

HRD

This pass is valid from 15/11/21 to 15/11/24

KARAD PROJECTS AND MOTORS LIMITED
(Wholly Owned Subsidiary of Kirloskar Brothers Limited)

Enriching Lives

KPML/HRM&C/GET /2022/1

04th March 2022

To,
Mr. Harish Prakash Garud,
A/p:Yenake, Tal:- Karad,
Dist:- Satara-415103.

Subject: - Appointment as a "Graduate Engineer Trainee"

Dear Mr. Harish,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that, you have been appointed as a "Graduate Engineer Trainee" at our Stamping Division, located at Plot No. D2 & D-2/1, MIDC Karad Industrial Area, Tasawade, Tal:- Karad,Dist:- Satara- 415105 on following terms and conditions:

Terms & Conditions

1. You will be undergoing training from 04th March 2022 to 03rd March 2023 both days inclusive. Either party can terminate the contract by giving one week's prior notice.

2. During your training period, your Annual CTC shall be Rs. 2,28,594/- (Rupees Two lacs twenty eight thousand five hundred ninety four only) which includes stipend/ basic pay of Rs. 15,000/- (Rupees Fifteen thousand only.) Please refer the Annexure A attached herewith for CTC details.

3. You will report to our Stamping Division, located at Plot No. D2 & D-2/1, MIDC Karad Industrial Area, Tasawade, Tal:- Karad,Dist:- Satara- 415105 on 04th March 2022.

4. You will be required to perform your training with the utmost efficiency, honestly, sincerely and befitting your status as a trainee.

5. You shall have to abide and observe all the rules and regulations relating to discipline prevailing in the Company failing which, the Company reserves the right to determine your training and its continuance at its entire discretion.

Contd.....

☐ Project Division : Udyog Bhavan, Tilak Road, Pune 411 002 (India) Phone : +91 20 2444 0770 Fax :+91 20 2444 0156
☐ Motor Division : Plot No. B-67 & 68, MIDC Karad Industrial Area, Tasawade, Karad 415 109 (India) Phone : +91 2164 258424 Fax : +91 2164 258425
☐ Stamping Division : Plot No. D-2 & D-2/1 , MIDC Karad Industrial Area, Tasawade, Karad 415 109 (India) Phone : +91 2164 258515 Fax : +91 2164 258522
☐ Component Division : 775/B, Plot No. 11, Karad Dhebewadi Road, Wing 415 122 (India) Phone : +91 2164 267061 Fax :+91 2164 267522
Registered Office : Plot No. B-67 & 68, MIDC Karad Industrial Area, Tasawade, Karad 415 109 Tal. Karad, Dist. Satara, Maharashtra (India)
Phone : +91 2164 258424 Fax : +91 2164 258425 Email : enquiry@kpml.co.in Website: www.kpml.co.in
CIN : U45203PN2001PLC149623

HRD/3T/1002917920/21-22 March 13, 2022

Ms. Ankita Ananda Patil
At Post-Tarukh
Tal-Karad Dist-Satara Karad Tahsil
Karad-415103
India

Ph: +91-9359734001

Dear Ankita,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.03.13 09:46:06 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1002917920/21-22 March 13, 2022

Ms. Ankita Ananda Patil
At Post-Tarukh
Tal-Karad Dist-Satara Karad Tahsil
Karad-415103
India

Ph: +91-9359734001

Dear Ankita,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **14-Apr-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company` s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months will be **INR 30,000** per month.The break-up of your salary has been provided in the Compensation Details sheet in Annexure -I and Annexure - II.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month`s notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company`s discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet `Sparsh`. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.03.13 09:46:06 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Ankita Ananda Patil**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Ankita Ananda Patil**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

DEMATIC

KION GROUP



Pranali Mane

Employee ID : 61000696
D.O.B.: 23/04/1999
D.O.J.: 21/02/2022
Emergency No.: +91 8007325696
Blood Group : B+ve

EON Kharadi Infrastructure Pvt. Ltd. (SEZ)
Sr. No. 77, Plot No. 1, Near Zensar IT Park,
MIDC Kharadi, Pune 411014, Maharashtra,
India.

GST NO 27HLQPS4916D1ZK

मे. विघ्नेश इलेक्ट्रिकल्स्

ॲण्ड गव्हर्नमेंट कॉन्ट्रॅक्टर, नांदलापूर

आमचेकडे एल.टी.एच.टी. लाईन शिफ्टींग, ट्रान्सफॉर्मर, सर्व प्रकारची नवीन वीज कनेक्शन, (सिंगल फेज व थ्री फेज) टेस्ट रिपोर्ट इ. कामे करून मिळतील

प्रतिक शिर्के
मो. 8888443710

सुरज शिर्के
मो. 9881354357

Outward No. : SSSSSG/3428/2023

Date - 29/07/2023

To,
Mr. Shubham Manikrao Shinde,
A/P - Ond,
Tal-Karad, Dist-Satara.

Subject: Order of Appointment

Dear Mr. Shubham Shinde,

The Management is pleased to inform you that you are hereby appointed as a **Lab Assistant** at Shree Santkrupa Institute of Engineering & Technology (B. Tech.), Ghogaon, Taluka Karad, District Satara, with effect from **01/08/2023 to 30/07/2024.**

Your appointment is purely on temporary basis.

Your service will be governed by the rules and regulations framed by Shree Santkrupa Shikshan Sanstha, Director of Technical Education, AICTE and Dr. Babasaheb Ambedkar Technological University.

You are requested to accept the appointment order & submit your acceptance letter within one week failing which this appointment order stands cancelled.

You can't leave the job in the middle of the academic year.

We wish you the best.

With warm regards,

Yours truly,

SHREE SANTKRUPA SHIKSHAN SANSTHA F - 4746

Prasun Johari
Secretary,
Shree Santkrupa Shikshan Sanstha.

Copy to:
1. Principal, Shree Santkrupa Institute of Engineering & Technology, (B. Tech.), Ghogaon.
2. Personal file

Scanned with OKEN Scanner

1st Apr 2023

Mr. Abhijit Hambirrao Kumbhar

Designation: Solutions Developer
Emp_Id: E0601 (TR0184)

Dear Abhijit,

Subject: Confirmation of your services

Congratulations!

Based on the review of your performance during your training period and in recognition of your focus and dedication, we are pleased to inform you that your services have been confirmed in our organization.

As per the feedback of your performance and in recognition of your potential.

Starting 1st Apr 2023, your track is **Technical**

Your position is **Solutions Developer, Band - A3**

Based on the above, your salary structure has been revised. Please refer the annexure for details.

We wish you continued success in your career and assure you of all support as you continue to work with renewed zeal and endeavour.

Sincerely,

Quadwave Consulting Pvt. Ltd. Bangalore

Ruchi Solanki
Senior Manager HR

Annexure:

Designation: Solutions Developer

Terms and Conditions:

1. **SALARY REVIEW**

   Your salary is to be kept STRICTLY CONFIDENTIAL. It will be reviewed periodically as per the existing policy of the company. Sanction of annual increments will be at the discretion of the company, which will be based upon your performance.

2. **LEAVE**

   You will be entitled for 24 days of paid leave per year. The leave accrues at 2 days per month. You may take a maximum of 6 days at a time and request your leave well in advance.

3. **OTHER WORK**

   Your position is a whole-time employment with the company, and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested either directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the company without the written permission of the management of the company.

4. **RESPONSIBILITIES**

   In the role of Solutions Developer, your primary responsibilities are: -

   - Design, implement, deploy, and maintain software solutions that fully satisfy the business requirement
   - Understand application architecture document and seek inputs from project lead
   - Ensure adherence to processes defined for the project and ensure to work on "go live" activities as per the Implementation plan and highlight the risk factors
   - Provide support for functional, regression, and performance testing and provide analysis and recommendation on performance testing
   - Effectively document technical issues, changes to code
   - Effectively communicate (written, verbal) issues and solutions in a clear, consistent manner through calls, email, and ticketing systems

   Your designation / position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other administrative, managerial, or supervisory or other functions and you shall be bound to carry out such functions.

In view of Quadwave Global Operations, depending on the organization requirement, your services can be transferred to any of the offices.

5. SEPERATION

In case you decide to resign from the services of the company, you will be required to serve the company with **three months of notice period**. However, the company reserves the right to allow you to reimburse salary in lieu of such notice period. Where you wish to serve notice period, fully or in part, the company, in its absolute discretion, may waive the notice period, fully or in part. In case the notice period is waived by the company, the waived notice period will not be considered for the purpose of remuneration & entitlements payable to you, if any.

Once your services have been confirmed, if the company decides to discontinue your services, then it reserves the right to either serve you a notice of **three months** or reimburse salary in lieu of such notice period.

You will not be entitled to avail any leave while serving the notice period. Any emergency leave taken during notice period would be considered as loss of pay.

6. CONFIDENTIAL INFORMATION

You will not, at any time, without the consent of the management, disclose or divulge or make public, except under legal obligations, any information regarding the company affairs or administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.

You may need to sign a separate non-disclosure / assignment agreement.

7. PROTECTION OF INTEREST

If you conceive any new or advanced methods of improving a process/formula/system, or develop any software (application, operating or otherwise), documentation methods, business knowledge, etc. which is likely to result in more efficient operation of any activities of the company, such development shall be communicated to the company and which shall be, and remain, the sole right/property of the company. In addition to the above, you be bound by the non-disclosure and non-compete agreement signed by you at the time of joining.

8. NON-COMPETE

You hereby agree not to, during the period of your engagement or affiliation with Quadwave or for a period of one year from the date of termination of the relationship with Quadwave, apply for employment or accept direct or indirect employment with any direct client of Quadwave OR with

the client of Quadwave's Client's (where you may be deputed on project related work, during the period of your engagement or affiliation with Quadwave), understanding that this restriction has been imposed due to high possibility of breach and misuse of proprietary and confidential information of Quadwave if you join any client or client of client as mentioned in this clause. Violation of this policy will render YOU to be liable for prosecution for determining compensation due to Quadwave.

9. ABANDOMENT OF EMPLOYMENT

If there is a sudden absence from reporting to work without any form of prior intimation provided to the concerned reporting authority or the human resource/admin team. You will be considered absconding, and the company may suspect theft of proprietary confidential information by you or breach of confidentiality obligations by appropriation and/or misuse of the same. Violation of this policy will render You to be liable to pay the company the costs incurred in recruitment, training, and the loss of business. Also, the Company can take very strict action against such breach of agreement by you, including initiating civil and criminal action.

With warm regards,
Yours sincerely,



Ruchi Solanki
Senior Manager HR

Employee Name: Abhijit Hambirrao Kumbhar

Employee Code: E0601

Designation: Solutions Developer

Salary Break Up

	Monthly Rs.	Annual Rs.
Basic	15,000	1,80,000
Allowances		
House Rent Allowance	6,000	72,000
Conveyance	1,600	19,200
Medical reimbursement	1,250	15,000
Leave Travel Assistance	2,500	30,000
Special Allowance	1,850	22,200
Basic + fixed allowances	**28,200**	**3,38,400**
Company's PF Contribution	1,800	21,600
Company's ESI Contribution		-
Total CTC	**30,000**	**3,60,000**

Note:

This salary structure is applicable for this financial year 2023-24

TDS applicable will be calculated based on your taxable income & IT declaration submitted by you.

Your Provident Fund contribution will be deducted as applicable.

Your Profession Tax will be deducted as applicable.

Following are the standard employee benefits:

- Medical insurance coverage for self, spouse + 2 dependent parents and kids upto Rs.5 Lakhs
- Personal Accident cover for self upto Rs.10 Lakhs
- Gratuity as per The Payment of Gratuity Act, 1972
- Life insurance cover 7 times of Annual CTC with a cap of Rupees One Crore

Please refer to employee benefit guide or contact HR for more information

Quadwave Consulting Pvt. Ltd. Bangalore

अनुज्ञप्ती क्र. 2143100170 16032022





"नमुना एल १"
(नियम २८ पहा)

महाराष्ट्र शासन
उद्योग, ऊर्जा व कामगार विभाग
विद्युत ठेकेदारांना अनुज्ञप्ती

(शासकीय अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग क्र. मुविनि, २०१९/प्र.क्र.८५/ऊर्जा-५ दिनांक २ ऑगस्ट २०१९ द्वारे प्राधिकृत)

महाराष्ट्र शासनाद्वारे निर्गमित करण्यात आलेल्या महाराष्ट्र विद्युत अनुज्ञापक मंडळ नियम, २०१७ मध्ये उल्लेख केलेल्या शर्तींच्या अधीन राहून महाराष्ट्र राज्यातील सर्व विद्युत दाबस्तरावरील विद्युत संच मांडणीची कामे पार पाडण्याकरिता श्री./कु./श्रीमती/मे. **मे. एबीएस** एंटरप्रायजेस, **सांगली**

यांना याद्वारे प्राधिकृत करण्यात येत आहे.

विद्युत निरीक्षक यांचे कार्यालय,
उद्योग, ऊर्जा व कामगार विभाग,
विद्युत निरीक्षक, विद्युत निरीक्षण
विभाग, मिरज, मोहनराव शिंदे
दुध उत्पादक व पुरवठा संघ लि. इमारत
पहिला मजला मार्केट यार्ड, मिरज
ता. मिरज, जि. सांगली ४१६ ४१०

दिनांक :- 16/03/2022
ठिकाण :- मिरज

महाराष्ट्र शासन • विद्युत निरीक्षक उ.ऊ.व.कि. मिरज

विद्युत निरीक्षक
मिरज

नूतनीकरणाचा दिनांक	समाप्तीचा दिनांक	विद्युत निरीक्षकांची स्वाक्षरी
16/03/2022	15/03/2025	

अ.क्र.	पर्यवेक्षकाचे नाव	पासून	पर्यंत	सही
1	अनिकेत भिमराव सुर्यवंशी म.प.क्र. 2 14 11 00270 29092021	16/03/2022		

टीप – जर वरील अनुज्ञप्तीचे त्याच्या समाप्तीच्या दिनांकापासून एका महिन्याच्या आत नूतनीकरण केले नाही तर, ती अनुज्ञप्ती रद्द समजण्यात येईल.

MRJ/CL/2

ideas 4 Transformation

To,
Pratik Anil Thorat
Kandivali, Mumbai

Date: 28-12-2022

Offer letter

Dear Pratik Anil Thorat,
With reference to your interest shown for an employment with our organization and the subsequent interviews and discussions you had with us, you are selected for the position of **IT Executive** for **Thane** location.

Joining date: **02-01-2023** CTC Yearly: **INR 400008/-** HR Contact Person: Khushboo (7400267180)
The Detailed appointment letter including the applicable terms will be issued on joining. You are requested to confirm on mail your acceptance by **12-12-2022** EOD. We look forward for mutually rewarding association.

Kindly Note:

1. This Job is for technical service Desk support and work will be in shifts. Week offs will be rotational,
2. Travel related expenses will be reimburse to you as per Client/ Company Travel Policy effective for that period whichever management decides from time to time. Employees will not be paid conveyance for attending the work from the base locations identified
3. We proud to support our clients in festive session hence leave during festive session not allowed and leave approval on exceptions
4. Salary/Stipend cycle is 21st of previous month to 20th of current month for current month salary.
5. Salary/Stipend for the month will be credited to Employee bank account on or before 7th of next month.
6. Employee should furnish 2 Reference details (Name, Mobile Number and Email ID) of Previous Organization.
7. Police verification could be done after/ Before Joining of employee, if any criminal background found in verification, the employment service will be terminated immediately.
8. **Notice Period** -The notice period will be 45 Day's for employee, The resignation of employees will need to be accepted by the reporting manager. In case you resign from the Company without giving above notice, the Company reserves the right to recover the dues payable to you from the salaries, on account of short-fall in notice period, outstanding in your account due to loan, expense report settlements, statutory dues, etc. The decision taken by the management in such cases would be final and binding on you. We are not bound to provide you with 'Employment Certificate' if you leave the employment without serving the requisite notice period. Should you leave the employment on your own volition within 45 working days from the date of joining, the decision rests with the management for settlement of your dues. The salary is likely to be withheld in such a situation of separating from the Company within thirty working days of joining.
9. Reporting Location will be based on Client / company. Any travel expenses to reporting location will be borne by Employee.
10. This letter is valid on joining on or before 02-01-2023, after this offer letter is null and void
11. Engineers of all remote cities to work at least 3 months in Mumbai/Bengaluru/Pune/NCR, All Expenses of Stay and Food expense will be taken care by company.

Thanks and Regards,

Mamta Shukla
Human Resource

ideas 4 Transformation

Salary Working			
Name	Pratik Anil Thorat	**Corporate Office**	**Thane**
Designation	IT Executive	**Work Location**	**Thane**
DOJ	02-01-2023	**CTC Offered (Rs.)**	**400008**
Grade	1B		

Earning Salary Heads		**Per month**	**Yearly Amount**
Basic		16000	
Allowance			
	House Rent Allowance	8000	
	City Compensatory Allowance	3804	
	Medical Allowance	1250	
	Mobile Allowance	150	
	Statutory Bonus @8.33%	1333	
	Allowance Total	14537	
Total Gross Pay Per Annum (A)		**30537**	
Contribution by the Employee			
	Professional Tax	200	
	Tax: Total	**200**	
Net Pay In Hand		**30337**	**364044**
Contribution by the Company			
	Gratuity 4.81% of basic	770	
	Mediclaim	500	
	Contribution: Total (B)	**1270**	
	****PLI (C)**	1527	
COST TO COMPANY= A+B+C		**33334**	**400008**

** PLI computation will be on the basis of the following parameters being met:

1. Individual Performance (Determined from individuals KRA / KPI)
2. Performance of respective Vertical / Function / Sub-function and Overall Company Performance
3. 25% will be disbursed in six months and 75% will be at the end of year along with PMS
4. Pay-out will be based on 50 % self KRA achievement and another 50% based on annual company performance

PLI will be recovered in FnF if employee leave organisation within six months from PLI paid date

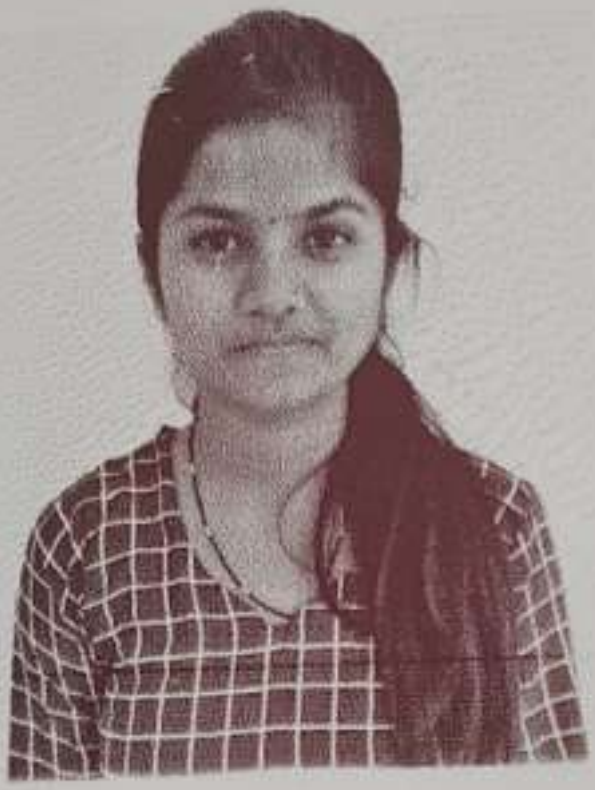
Net Pay in Hand subjected to income tax deduction wherever applicable

I have read and understood the above mentioned, I voluntarily accept the same.

Name_____ Signature_____

Place _____ Date _____

DRÄXLMAIER



WE CREATE CHARACTER

First Name **Aditi**

Last Name **Thorat**

Company **DMI DRÄXLMAIER**

Pers.No. **2700525**

शामुको-ईडी १००-२००३४-७.२०२२

अनुज्ञप्ती क्र. 29339100114 22 06 2022



सत्यमेव जयते

"नमुना एल-१"

(नियम २८ पहा)

महाराष्ट्र शासन

उद्योग, ऊर्जा व कामगार विभाग



विद्युत ठेकेदारांना अनुज्ञप्ती

(शासकीय अधिसूचना, उद्योग, ऊर्जा व कामगार विभाग क्र. मुविनि.-२०१९/प्र.क्र.८५/ऊर्जा-५, दिनांक ९ ऑगस्ट, २०१९ द्वारे प्राधिकृत)

महाराष्ट्र शासनाद्वारे निर्गमित करण्यात आलेल्या महाराष्ट्र विद्युत अनुज्ञापक मंडळ नियम, २०१७ मध्ये उल्लेख केलेल्या शर्तींच्या अधीन राहून महाराष्ट्र राज्यातील सर्व विद्युत दाबस्तरावरील विद्युत संच मांडणीची कामे पार पाडण्याकरिता श्री./कु./श्रीमती/मे. पुजे इलेक्ट्रिकल्स अँड गव्हर्नमेंट कॉन्ट्रॅक्टर सातारा यांना याद्वारे प्राधिकृत करण्यात येत आहे.

विद्युत निरीक्षक, विद्युत निरीक्षण विभाग यांचे कार्यालय,
उद्योग, ऊर्जा व कामगार विभाग,
सा. बां. विभाग आवार, रेणुका पेट्रोल पंपासमोर,
पोवई नाका, सातारा-४१५ ००१.

दिनांक : 22/06/२०२२

ठिकाण : सातारा

विद्युत निरीक्षक,
सातारा

THERMAX LIMITED SAI CHAMBERS, 15, MUMBAI-PUNE ROAD, WAKDEWADI, PUNE 411 003, INDIA TEL:(020) 66414000, 66414001 DFAX:(020) 25541042
Website: www.thermaxindia.com IT PAN – AAACT3910D
Customer Care: 18002090115 (India Toll Free)

Human Resources Division

Date: December 06, 2022

Mr. Rohit Ashok Jadhav,

TERMS OF ENGAGEMENT FOR FIXED PERIOD

Dear Mr. Rohit Ashok Jadhav,

This has reference to your interview with us. Considering your special skills, you are being appointed as Electrical Engineer in PES - Operations and Maintenance division and will be based at USTKWPCL Warana. The Company requires your services for a period of 24 months with effect from 06/12/2022.

The company may in its sole discretion extend the term of your engagement by issuing separate written orders. Please note that you shall stand relieved from the engagement w.e.f. 05/12/2024 unless extended by written order.

During your engagement with the company you will be governed by following terms and conditions.

1. **Remuneration:** You will be paid monthly wages as per Annexure A.

2. **Deliverables:**

- To do the operation & maintenance of the electrical systems as per guidelines of OEM
- of equipment following standard maintenance practices and as per the instruction
- of concerned engineer/manager.
- To do the planned and unplanned maintenance.
- To assist to prepare monthly report of electrical maintenance of power plant as per prescribed format.
- To guide the operating personnel so as to operate the plant economically and efficiently.

3. **Terms:**

1. **Working Hours:** The timing of our general shift is 08:40 hrs to 17:40hrs. However, please note you will be governed by working hours as decided by the company to suit its business needs.

2. **Weekly Off:** You will have a six days working pattern. The weekly off day will be as decided by the company to suit its business needs.

3. **Deployment:** The Management has the right to deploy you from one job to another during your period of engagement after considering your skills.

4. **Travel:** Whenever you are required to undertake travel on account of Company work, you shall be entitled to claim reimbursement as per Company rules.

5. **Provident Fund:** You will participate in the provident fund scheme as applicable under the Provident Fund Act.

6. **Medical test:** During your engagement with company, you shall have to undergo medical examination at any time from the Medical Officer appointed by the Company.

7. **Intellectual Property Rights:** During the tenure of your engagement with the Company, you shall have exposure and access to various novel and proprietary designs and technologies related to the company's business and existing and futuristic product range. All such information forms a vital part of the intellectual and technological property of the company. It is therefore obligatory for you to make sure that during your future professional career either in any other organization or as an individual, you shall neither divulge and/or share any such information, nor make use of any such information related to company's products and technologies for whatsoever reasons. In connection with all the product patents that have been effective and in force prior to the date of your leaving this company and the designs and technologies of the products that you have access to, it is obligatory for you to make sure that, during your future professional career you do not involve yourself in design, development, manufacture or any other activity related to the products covered by the patents and/or product technology, as mentioned above in a manner that can lead to infringement of the rights of the aforesaid by your prospective employer or by yourself as an individual.

   Kindly be advised that infringement of patents rights is an offence under Patents Act, 1970 and the company has lawful rights to initiate suitable legal action against any person or entity involved in the infringement of the patents rights and/or Intellectual Property Rights of the Company.

8. **Loss or damage to property / low productivity:** The Company has the right to suspend you, pending enquiry without any wages, compensation or allowances, if any of your actions lead to loss or damage to Company property or you fail to deliver/perform as agreed.

9. **Notice Period:** Your engagement may be terminated by the Company by giving you 30 days' notice in writing or wages in lieu thereof without assigning any reason, and on expiry of such notice or on making such payment, your engagement shall stand terminated. For the purpose of notice pay, the Company shall consider 30 days wages as value of notice pay per month; however company reserves the right to accept such payment in lieu of notice period. The company shall have right to recover the shortfall in notice period to be served, if any. However notwithstanding anything contained elsewhere, if the said termination is due to your actions involving moral turpitude or dishonesty in connection with the Company's business and/or due to you causing breach of any of the terms and conditions mentioned in your letter of engagement, the Management reserves the right to terminate your services forthwith, without any notice and/or pay in lieu thereof.

   If you wish to terminate this contract of engagement, you must give 30 days' notice and serve the Company until the expiry of the said notice.

10. **Non-Compete:** In consideration of the terms and conditions agreed between the Company and you, you shall hereby undertake that during the term of this engagement not to be associated with or in service of or be Consultant, Retainer or be in any advisory contractual or non-contractual form associated with any organization, Company or firm or Industry Association or individual whether or not in combination with each other in the same business or businesses as the ones Thermax is in or otherwise.

    This forms an integral part of terms and conditions of your engagement with

    Thermax Limited for the period mentioned earlier.

11. **Confidentiality:** You shall maintain at all times, absolute secrecy and confidentiality about all matters what so ever relating to the business of the Company that you may acquire by virtue of your engagement, and undertake not to disclose any such information or part with any documents including but not limited to drawings, designs, know - how and / or any such Proprietary information and / or Intellectual Property Rights of the Company to any third party whilst in the engagement of the Company or thereafter.
12. **Leave:** You will be entitled to 21 days leave per annum on a pro-rata basis during the contract tenure.

General:

i. You shall maintain discipline in the company and shall be governed by the rules and regulations formed by the company and changes made therein from time to time.
ii. Your engagement is based on your special skills and special requirement and hence it is expected that you shall give maximum deliverables, failing which the management has the right to terminate your services.
iii. You are required to submit your permanent address to the company immediately on joining. Any changes made therein should be communicated in writing. Any communication made on the address furnished by you is binding on you and shall be deemed to be proper service.
iv. Any information furnished by you, if found to be incorrect / false or inadequate, shall result in termination of this contract of engagement automatically.

4. **Reporting:**
Your reporting relation would be informed to you on joining. Kindly communicate your acceptance of this engagement by signing a copy of this letter and returning it to us.

Thanking You

Yours sincerely
For Thermax Limited.



Niharika Rai
Group HR Head - PES

THERMAX

ANNEXURE A

SALARY BREAKUP

Employee Name	Mr. Rohit Ashok Jadhav	
BU	PES	
SBU	Operations and Maintenance	
Department	O&M	
Position	Electrical Engineer	
Location	USTKWPCL Warana	
Employment Type	Fixed Term Employment	
Tenure	24 Months	
Components	**Amounts (Rs.)**	
	Monthly	**Annual**
Basic	₹15500.00	₹186000.00
HRA	₹7750.00	₹93000.00
Miscellaneous Allowance	₹5144.00	₹61728.00
Sub Total (A)	**₹28394.00**	**₹340728.00**
Provident Fund	₹1860.00	₹22320.00
Gratuity	₹746.00	₹8952.00
Sub Total (B)	**₹2606.00**	**₹31272.00**
Total fixed CTC (A+B)	**₹31000.00**	**₹372000.00**
Total Annual CTC		**₹372000.00**
Break-up of Miscellaneous Allowance(BMA)		
Education	₹200.00	₹2400.00
Special Allowance	₹4944.00	₹59328.00
Sub Total (BMA)	**₹5144.00**	**₹61728.00**

You will also be covered under the prevailing policy of Group Personal Accident and Group Mediclaim of Thermax.

Yours sincerely
For Thermax Limited.



Niharika Rai
Group HR Head – PES

THERMAX

ANNEXURE B

COMPENSATION UNDER EMPLOYEE'S COMPENSATION ACT, 2017

The company shall pay compensation in accordance with the provision of Employee's Compensation Act 2017 in case of an injury caused to an employee due to accident arising out of and in course of employment. However, the company will not be liable to pay any compensation under the following circumstances

a. Any injury which does not result in total or partial disablement for a period exceeding three days

b. Injury not resulting in death or permanent total disablement, caused by an accident which is because of

1. The employee being under the influence of drinks or drugs
2. Employee's disobeying an order or a rule for the safety of employee
3. Employee's willfully removing or not following guidelines for the use of safety guard or other device provided for safety.

Eligible legal compensation will be calculated & paid in accordance with provisions of the Employees Compensation Act 2017.

I have read & understood the above related to compensation in the event of an accident.

I, Mr. Rohit Ashok Jadhav, at state that I have understood the terms and conditions mentioned herein above and I accept the same.

Signature : _____

Date : _____

Shree
REFRIGERATIONS

Shree Refrigerations Pvt. Ltd.

IDENTITY CARD



AMOL LOHAR

Blood Group : A+

Employee Code : 374

Authorised Signatory

SHREE CHANAKYA EDUCATION SOCIETY'S

INDIRA INSTITUTE OF MANAGEMENT - MBA

85/A, Tapasya, New Pune Mumbai Highway,Tathawade, Pune-411033

INDIRA



Name : Priyanka Anandrao Jadhav

Designation : Junior Admin & HR Co-ordinator

Phone No. : 9156374555

Blood Group : B+ve

Staff Id : 2383

Director Admin. & HR





Green Energy and Automation

Committed for innovation, design and green energy with new technology

Our scope

- Solar installation
- Back-up power
- Agriculture solar pump's
- Home Automation
- Wiring and Electrical maintenance

WE WORK IN RESIDENTIAL AS WELL AS COMMERCIAL SECTOR

GST No. -27HGXPK0825B1Z8

Scan QR for more info

Benifits

- Save in electricity bill
- Save our Priceless environment
- 25 years of guarantee for solar panels
- One time investment and minimum 30 years of comfort
- Subsidy available

Authorized vendor of DISCOM MAHAVITARAN

Authorized dealer of India's no 1 solar (LOOM Solar)

Contact

9527482872 - Ajinkya Koli

7776891088 - Shridhar Shedage

7219020383 - Vivek Jamale

Email - koliajinkya1997@gmail.com

Loom Solar | WAAREE One with the Sun | RenewSys let there be light | vikramsolar

HRD/1004476676/22-23

May 13, 2022

Mr. Ajit Jagtap
A/P- Vadgaon Haveli ,
Dist- Satara
Karad-415124
India

Ph: +91-8698841432

Dear Ajit,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **06-Jun-2022.**

Location

Your location for employment is **MYSORE, India** .
You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Reliance SMSL Limited

Ref : SMSL/71324010/16092635/160922/1758

Date : 16 Sep 2022

Ranjeet Shinde

Room no591, SS2 sect,
near marleshwar medical , thane,
Koparkhairane, Maharashtra - 400709

Offer cum Appointment Letter for Fixed Term Employment

Dear **Ranjeet Shinde**,

This is with reference to your application and subsequent test / Interviews you had with us, we are pleased to offer you employment in the **Executive Family** as **Executive** in the Job Role **Home Sales Officer_BA.** Your base location would be **Mumbai Ward M/West (12) -**.

You will join us on or before **19 Sep 2022**.
Your appointment is for a fixed period and shall stand concluded at the close of the working hours on **18 Sep 2023**.
It is clarified that this appointment is purely temporary in nature, the company reserves its right to review your tenure and as such the employment may be terminated/concluded at an earlier date than one specified above with payment of a notice pay.

You will receive an Annual Gross Compensation (including Basic and allowances) of **INR 2,62,800 /- per annum (INR TWO LAKH SIXTY TWO THOUSAND EIGHT HUNDRED only)** as mentioned in **Annexure - I.** This will be disbursed as per the prevailing rules and guidelines.

You will also be entitled to Provident Fund and E.S.I.C. benefits as per applicable rules. Please note that salaries, allowances, facilities and other sums payable under this appointment are subject to Income Tax and other statutory deductions and you shall be liable for the same.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization.

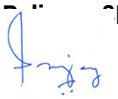
Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents and you being declared medically fit by authorized Medical Officer.

We wish you a long successful association with us.

Sincerely yours,

MSL Limited



Authorized Signatory

Signature of the Employee:

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)
CIN: U74999MH2007PLC167704
Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800

Reliance SMSL Limited

Annexure - I

Name : **Ranjeet Shinde**	
Grade : **K3**	
Designation : **Executive**	
Monthly Payments	**Amount in INR**
Basic	13,140
House Rent Allowance	8,760
Conveyance Allowance	0
Gross Per Month (A)	21,900
Provident Fund (Employer Contribution - As per Act)	1,577
Bonus (As per Act)	1,095
ESIC (Employer Contribution - As per Act)**	0

Note :

**All the above emoluments should be reduced to the extent of absence without leave or leave without pay.*

** It is further clarified that HRA and Conveyance shall not be reckoned for the purpose of contribution to the Provident Fund.*

Signature :

Date: 16 Sep 2022

Annexure – II

TERMS & CONDITIONS OF EMPLOYMENT

1. The word 'establishment / office' used in offer-cum-appointment letter and / or any other communications from the Company should be construed to encompass workplace while working from home / office / facility / field, unless context means or specifies otherwise.

2. Your employment is subject to being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the Establishment. The Establishment has the right to get you medically examined by any certified Medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job and your employment will come to end on the day you are found medically unfit by the Medical Officer

3. You are assigned to work and perform duties that are assigned to you by our Company / client from time to time.

4. Your appointment is based on the basis of the particulars such as qualifications etc. given by you in the application for employment. In case any information given by you is found false or incorrect, your appointment will be liable for termination without any notice or salary in lieu of notice.

5. The address and email ID as indicated in your application for appointment shall deem to be correct for sending any future communication to you. Every communication addressed to you at the given address / email ID shall be deemed to have been served upon you. You will immediately notify change of address / email ID, if any.

6. In case you have provided your personal email ID in your communication details, the Company may send you any communication on the said email ID and the same will be considered as sufficient and legal communication. You have agreed to keep the same email ID active during the tenure of your employment.

7. You are required to submit the following documents, if the same have not been submitted earlier a) Certificates in support of Educational / Professional Qualifications, Experience, Date of Birth and other testimonials in original together with copies thereof; b) copies of your passport photographs with blue background; and c) Copy of Aadhar Card / Passport / Voter ID/ License or any other document as proof of your residence and photo identity.

8. In order to ensure the uniformity and maintenance of a good ambience before the Customers of the Establishment, the Establishment may at its option provide you with some standard dress code. You shall be present at all the times in a neat and tidy manner.

9. You are expected to keep your salary package strictly confidential and not to share any information regarding the salary.

10. In case you are covered by any performance incentive programme, the Company reserves right to set off such payment under the said programme against the statutory bonus.

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)
CIN: U74999MH2007PLC167704
Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800

11. During your tenure with the company and based on your job profile, you might be granted access to various IT assets & applications with a unique user id and password. These credentials will be unique to you and cannot be shared with anyone. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the misuse of your credentials.

12. You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the Company / client as the case may be that may come in force from time to time. You shall observe discipline and rules of conduct applicable at the base location of your posting. The tenure of your employment shall be subject to requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of project with the client.

13. You shall be entitled to leave and other benefits as per the rules and regulations governing the base / home location where you will be working. You will be entitled to a weekly off as may be notified from time to time. The weekly off may be staggered and determined as per the roaster.

14. You will be governed by the working hours prevailing at the establishment of your working. You will be notified your actual duty timings from time to time. You shall report and be present, accordingly at the Company / client's designated location. You will be required to work in any of the shifts during the day or night. Your working hours may be staggered, and you may be required to work in spells in the morning and evening.

15. You will be required to work on any day of the year, including festival holidays, in the establishment of your posting. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

16. Your employment is transferable to any other place / establishment / department / division / unit / branch / subsidiary / affiliate of our client / associate. You may be asked to work from office / facility / field / home. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

17. If advised to work from home, 'Home' means current residential premises declared by you in the employment application data furnished to the company at the time of joining. Any change thereof must be promptly communicated to the company. Any temporary change of residence because of any emergency should be communicated to the reporting manager at the earliest. Work from home does not permit working from public places, restaurants, markets, shops and malls, transport stations or vehicles or private premises belonging to unconnected individuals and organizations.

18. If advised to work from home, you must ensure availability of prescribed infrastructure, space, internet connectivity and equipment required to discharge your duties as specified by the organization from time to time. The cost of the infrastructure at home shall be borne by you.

19. If advised to work from home, your inability to login for part or whole shift and / or fulfil corresponding target output for any reason whatsoever, including but not limited to outage of power / data connectivity issues or any other circumstances beyond control of either or both parties will be treated as absence for part / whole day as may be applicable.

20. The company reserves right to advise employees to proceed on leave on loss of pay or implement lay-off or retrenchment of any employees, in the unlikely event of business environment or financial sustenance of the company being adversely impacted.

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)
CIN: U74999MH2007PLC167704
Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800

21. In normal course your contract shall expire on end date mentioned in the offer cum appointment letter.

22. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
    a. Return to work within 8 days from the commencement of such absence
    b. Give an explanation to the satisfaction of the Management regarding such absence.

23. Your services are liable to be terminated at any time without assigning any reason by giving 7 days notice in writing by either side or payment of 7 days basic salary in lieu thereof. You shall attend duties till you are relieved from service in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

24. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty and commission of an act involving moral turpitude, any act of in-discipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

25. You shall extend all cooperation to the Company / client's employees, customers, representatives, etc. and do all such things diligently, faithfully and to the best of yourskill and ability as may be necessary to serve the Company / client and perform all the duties entrusted to you from time to time. We expect you to work with the high standard of initiative, efficiency and economy.

26. You shall engage yourself exclusively in the work assigned by the Company / client, where you are posted for the time being and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the Company / client in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company / client. You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf at the place of your posting. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

27. You shall not seek membership of any local or public bodies without first obtaining written permission from the Management. Seeking membership of any local or public bodies would include:
    a) Holding any position, whether honorary or otherwise, in any legislature or local authority.
    b) Being an office bearer of any political party or organization which takes part in political or other collective activities.

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c) To take part in or assist in any manner in any movement / agitation or demonstrations of a political nature or other collective nature.
d) To canvas or take part in an election to any legislature or local authority

28. You shall not at any time either during the contract of your employment or at any time thereafter divulge any information that came to you during the course of your employment without prior permission in writing.

29. You will not enter into any commitments or dealings on behalf of the Company / client for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company / client or exceed the authority or discretion vested in you without the previous sanction of the Company / client or those in authority over you.

30. You will scrupulously follow company's social media policy. Any deviation may make you liable for strict disciplinary action.

31. You may be selected and sponsored by the Company / client for familiarization / training assignments with our technical collaborators or any other institutions / organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

32. The Establishment considers harassment and discrimination of any nature to be an unacceptable form of behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

33. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care or charge. For the loss of any property of the Company / client in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

34. All proprietary information and material of the Company / client that is made known to you during the term of work assignment shall be received in confidence and you shall not disclose or, except in performing the services, use any such information / material. You agree that all information, correspondence, documents, material or items provided to you by the Company / client are provided to you in trust and on completion of project / assignment or termination of the service, you shall promptly return all such material to the Company / client, as the case may be.

35. You shall be required to sign and abide by the Policy on Ethics & Code of Conduct with the Company and shall undertake to sign such declarations that the Policy may demand from time to time.

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36. It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

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

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

I have read and / or have been explained the contents of the above contract of employment in _____ (language) and I hereby declare that I have fully understood the above terms and conditions and declare the same to be binding on me in its entirety and also give my consent to the clause no. 9 & 10 specifically.

Name : Ranjeet Shinde

Signature :

Date: 16 Sep 2022

IB/HR&A/OFFR/06-2023
May 3, 2023

To
Mr. Aniket Thorat
Flat No. F-7,
Udyamnagari Housing Society,
Chinchwad Station,
Pune - 411019
Email: aniketbthorat3@gmail.com
Mob: +91 7770087037

JOB OFFER LETTER

Dear Mr. Aniket,

Congratulations! We are pleased to confirm you that you have been selected to work for Indus Biotech Limited and to make you the following offer.

The position we are offering is that of 'Executive - Commercial" at a salary (CTC) of Rs. 2,81,491 /- per annum. The components of your salary and benefits detailed are in the Annexure attached to this Offer Letter. Your workplace will be at our facility at Pirangut, and you will also be required to visit Or shift to our facilities at Kondhawa and Lonand as and when required, or any other designated location of the company from time to time based on operational requirement. This offer is subject to clearance of your pre-employment medical examination.

We would like you to join latest by May 4, 2023 (Thursday). Please report to the AGM-HR & Administration at our Pirangut plant at 8.30 AM.

If you are in agreement with the above offer, please reply to this mail on or before May 3, 2023 (Wednesday) to indicate your acceptance to this offer.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you for mutual benefit.

Sincerely,

For Indus Biotech Limited

INDUS BIOTECH LTD. PUNE

Col S. K. Biswas (Retd)

Assistant General Manager - HR & Administration

Ember TECHNOLOGIES

Ember Technologies Pvt. Ltd.

www.ember.co.in

Offer Letter

03rd February, 2023

Ms. Omkar Hinukale
A – Ganeshwadi, Post Yelgaon,
Taluka Karad, Dist. Satara
Pin Code – 415 111

Dear Omkar,

Further to our discussions, we are pleased to Offer you post of **"Trainee Software Engineer"** in our organization as per terms & conditions stated in the Annexures. In addition you are required to sign a service agreement with our organization with non-compete & other clauses.

At the time of your joining, you will be required to produce photocopies (for submission) & original (for verification) of the following documents:

- Mark Sheets & Passing Certificates from SSC till graduation/post-graduation & Technical Training Certificates
- PAN Card, Aadhar Card, Passport
- Proof of Permanent & Temporary Residence (latest electricity / telephone bill)
- Four copies of latest passport size photograph

This letter along with its annexures represents the sum total of our understanding regarding your employment contract, and you are required to bring to the notice of the company immediately in case of any aspect not being reduced to writing.

This offer letter, when accepted by you along with the Service Agreement shall constitute a binding contract between you and the company. You are requested to return the duplicate copy of this letter duly signed by you, in token of your acceptance of the terms and conditions of your employment with the company.

We welcome your decision of joining Ember and wish you a long and mutually rewarding association with us.

Yours Sincerely,

For EMBER TECHNOLOGIES PVT.LTD.,

RSakpal

EMBER TECHNOLOGIES PVT LTD MUMBAI

Rima Sakpal
Manager – Human Resources

HEPL / 2019 - 20 / 14196

CIN No. U74999PN2017PTC169808

Date: **20/01/2021**

Address: **Shikhare Wada, Somar Peth, Karad, Tal Karad , Satara, Maharashtra 415100.**

Dear **Tejas Pappu Chavan,**

Sub: **Appointment Letter**

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a Role of **EXECUTIVE ENGINEER-SERVICE - Retail Support Dept.** with Hisoa Electronic Private Limited.

Your Total Annual CTC is **Rs. 2,25,000/-**

This has been detailed in the Compensation Details sheet.

The terms and conditions of the offer are as follows:

Grade Level: F

Designation: - EXECUTIVE ENGINEER-SERVICE

Reporting Manager: MANAGER- SERVICE

Date of Commencement of Employment: Your employment with the Employer shall commence on **20/01/2021**.

Location: Your current location of employment shall be **Pune**, Maharashtra, India. However, the Employer reserves the right to transfer you to any of the Offices, Associate Companies or other Location, whether now in existence or to be set up in the future. In case the current posting location changes, then you will be entitled to prevailing relocation benefits whereas your salary will remain unchanged unless the relocation comes with a promotion, wherein it will be discussed and revised subject to the location of posting and as per the existing rules.

Probationary Period: You will be on probation for a period of six months from the date of joining, during which period you would not be eligible to take leave though you would be entitled to earn the leaves. The Employer reserves the right to curtail or extend the probation period depending upon your own performance and your compliance with the policies and procedures of the Employer.

Confirmation: Confirmation of your employment is neither guaranteed nor a right and is subject to your own performance, compliance and conformance with the prevailing policies, procedures and standards of the Company at the time of confirmation.

Hours of work: A normal workday comprises of 8hrs of work per day with a weekly off once a week. The start and end hours of work along with your weekly off will be decided by your supervisor taking into consideration your role and business requirements.

Leave: After completion of probation period, employee will be eligible for leaves as per the prevailing policies.

Increments and Promotions: Your growth and increase in salary will depend solely on your performance and contribution to the Company. The Company follows calendar year as appraisal cycle. The Company shall review at least once in each 12 months; however, decision of increase in salary will purely be based on your performance and contribution towards the organization and the organizations profitability and available opportunities.

CIN No. U74999PN2017PTC169808

Retirement: The Employee's employment will come to an automatic end on the Employee attaining the age of 58 years or on completion of 30 years of continuous service with the Employer, whichever is earlier.

Other Terms & Conditions: You agree not to undertake employment, whether full-time or part-time, as the Director /Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of the Employer. The consent may be given subject to any terms and conditions that the Employer may think fit and may be withdrawn at any time at the discretion of the Employer.

You hereby acknowledge and agree to abide by all internal policies of the Employer.

Furthermore, the Employer has various human resources and administration policies and procedures. The Employer reserves the right to vary these policies at any time in its absolute discretion. You are required to abide by all such applicable policies.

The Employee will, in all respects, be governed by the service rules and other rules and regulations as applicable from time to time. The Employee will be liable to disciplinary action for any act of misconduct including acts of dishonesty, disorderly behavior; absence from duty without permission or breach of discipline committed by the Employee while in the employment, subject to any law/ rule applicable in this regard and can be dismissed, discharged or otherwise punished. During the pendency of disciplinary action against the Employee, the Employee may be suspended from duty without pay until the disposal of the charges against the Employee.

The Employer reserves the right to transfer your employment to its parent / sister companies and / or to any third-party service provider at any time of your employment, with or without notice or intimation.

In case the Employee is incapacitated by reason of illness, accident or any other cause and cannot perform duties assigned to the Employee, the Employer may at its option grant leave for a reasonable time on full pay or without pay or terminate the Employee's services.

Upon the termination of this Agreement, the Employee shall deliver to the Employer or its authorized representative all records, accounts or other documents and property of the Employer and shall give to the Employer all information as to the Employer's affairs of which the Employee is in possession.

Applicable law and competent courts: This Agreement is governed by and shall be construed in accordance with the laws of India. The parties to this agreement submit to the exclusive jurisdiction of the Pune courts.

Language: This Agreement has been executed only in English with 2 copies and on the date written in the preamble and has been accepted based on the conditions above.

We welcome you to the Hisoa Electronic Private Limited family and wish you a rewarding career over the years to come.

Yours Faithfully,

For Hisoa Electronic Private Limited

Bakshi

Human Resource

HISOA ELECTRONIC PVT. LTD. HR

HEPL / 2019 - 20 / 14199

CIN No. U74999PN2017PTC169808

I accept the aforesaid terms and conditions of my employment. I have understood the implications thereof.

Accepted:

Date of Joining:

Salary Annexure

Salary Annexure			
	Employee Name	Tejas Pappu Chavan	
	Date of Joining	20 January 2021	
	Designation	EXECUTIVE ENGINEER-SERVICE	
	Cluster	Pune	
	Components	Monthly Break up	CTC Break Annually
Addition	Basic (50% of TTL CTC)	9375	112500
	HRA (30% of Basic CTC)	2813	33756
	Conveyance Allowance	1600	19200
	Medical Allowance	1250	15000
	Leave Travel Allowance	0	0
	Supplimentary Allowance	1524	18288
	Gross	**16562**	**198744**
Deduction	Provident Fund @ 12%	1650	19800
	ESI @ .75%	124	1488
	P Tax	200	2400
	Total Retirals	1974	23688
	Net	14588	**175056**
Contribution	Provident Fund @ 12%	1650	19800
	ESI @ 3.25%	538	6456
	Total Cost to Company	**18750**	**225000**

* Medical Reimbursement and LTA Reimbursement employee needs to submit the bill otherwise it become taxable income

*Please Note:

Medical Bills and LTA needs to be submitted to HR Department by end of financial year for tax savings.

Provident Fund amount is directly credited to employees PF account from the salary.

cogeme s&t

COGEME PRECISION PARTS INDIA PVT. LTD.
Gat No. 427 | Hissa No. 13 | Village Mahalunge
Tal. Khed, Pune - 410 501 (INDIA)
Tel. No.: +91 - 2135 - 634 500
Fax No.: +91 - 2135 - 634 499
www.cogemeset.it

To

Date 12-Jan-2022

Megha Krishna Shewale
AT-Khadi khali yevati
Tal- Karad Dist
Dist - Satara

Re: Graduate Engineer Trainee

Dear Ms. Megha,

Further to your application for the position of **Graduate Engineer Trainee** and personal interview you had with us, we are pleased to inform you that you have been selected to undergo training as Diploma/Graduate Engineer Trainee in our company on the following terms and conditions: -

1. You will be engaged as **Graduate Engineer Trainee** with effect from 12-Jan-2022 in our factory at Chakan, Pune.

2. Your training shall be for a period of one year commencing on 12-Jan-2022 and shall automatically terminate on completion of 12 months from its commencement.

3. Since the position is in Executive Category, the training may include theoretical and practical inputs on the job training, guided work experience and working independently using your own judgment under the supervision of a Company Supervisor/Manager. The contents of the training appear at Annexure to this letter.

4. You will be paid a stipend of Rs. 16,100 per month during your one-year training period.

5. You shall undergo training as per the timings and shifts convenient to the company and you shall devote your full time and attention in concentrating on you training and studies thereof.

6. You will be entitled for twelve days of leave with salary during your training period on pro-rata basis. Which will be applicable after 90 days from the date of joining.

7. You will be placed in any shift for the purpose of your on-the-job training.

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8. You will be governed by the rules and regulations of the company applicable to you from time to time and you will not engage yourself in any trade, profession or vocation directly or indirectly and whether for gainful purpose or otherwise.

9. The company has the right to terminate your training during the training period without any notice and / or without assigning any reason to you whatsoever.

10. If you remain absent without any intimation and or permission in continuance for a period of 03 days or more, you shall be deemed to have terminated the contract of training with effect from the day you complete the 4th day of such unauthorized absence.

11. The Company will provide you uniform and PPE free of cost. You shall report for training in company uniform only. In the case of leaving the organization on or before completion of 90 days, uniform and PPE cost will be deducted from his/her stipend.

12. Your continuance as a **Graduate Engineer Trainee** will be subject to your training performance, work attitude, behavior, discipline, conduct and punctuality during the training period.

13. After successful completion of your training, you may be considered for absorption on the Company Role as a Junior Engineer subject to availability of the vacancy. Notwithstanding this clause, the Company makes it clear that it is not obligatory on the part of the management to offer any employment to you after successful and satisfactory completion of your training.

14. You will always maintain complete secrecy about information of any kind which may have come to your knowledge during the course of your training including the business affairs, inventions, manufacturing techniques, processes of the company, its collaborators, subsidiaries, customers and suppliers. Any commitment given by the company to third parties including collaborators, customers, and suppliers regarding secrecy of information available to you during the course of your training, will become automatically binding on you.

15. You will give in writing to the Human Resource Department, the address to which communications, to you shall be sent. Any such communication sent to you by ordinary mail or registered post at such address shall be deemed to have been delivered to you within seven days of posting and those sent by telegram within 48 hours of their being sent. In case of any changes in the address, promptly inform /give intimation to the company/organization.

16. You will report for training daily before the scheduled time provided by the company. If you fail to report, Management reserves the right to shut you off from entering the premises of the factory.

17. You will have to observe the safety rules and regulations applicable to you from time to time during your training. You will always use safety appliances provided to you by the company while undergoing training.

18. Your training or continuation thereof shall be subject to you found medically fit. The Company shall be at liberty to refer you to the Company's nominated medical doctor

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for your medical examination and it shall be obligatory on your part to undergo such medical test.

19. You shall not undertake any work or engage yourself directly or indirectly in any other firm/organization for any purpose during your training, except with prior written permission of the management of this Company.

20. You shall be under an obligation to maintain strict confidentiality for each and every aspect or part of intellectual Property Right and Confidential Information and Confidentiality Obligation during your association with the company and even thereafter.

21. This obligation to maintain secrecy shall survive even after the termination /expiry of your contract of employment with the Company.

22. If the company suffers any cost, consequences, damage, outgoing or loss by disclosure, accidental or otherwise intentional or otherwise or by breach of this obligation by any action or inaction on your part, you shall be liable to reimburse the same to the Company and you shall keep the company indemnified and harmless for such cost etc.

23. You shall not be entitled for any other allowances or benefits which are applicable to the regular employees of the Company.

24. Please note that during your training period you shall be designated as **Graduate Engineer Trainee** and you shall not claim the status of a workman/ employee during the training period.

25. During the training period, you are not eligible to be covered under the PF.

26. These terms and conditions of your training shall constitute a bi-partite contract between you and the Company and the same shall be recognized as such for all intents and purposes.

Please return the duplicate copy of this appointment letter duly signed in token of acceptance of the appointment along with 3 passport size photographs and copies of certificates regarding your qualifications, experience, and birth date. Each of these copies should bear your signature.

Please report for your training at 8:00 AM on 12-Jan-2022 in the factory HR Department.

Thanking you,

For Cogeme Precision Parts India Pvt.Ltd.

Ulhas S. Kalal
Assistant Manager HR & Admin

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I have read and understood the terms and conditions of my appointment as a Diploma/Graduate Trainee. I accept these terms and conditions and undertake and agree to abide by them.

Signature with date: 31/01/22

Mobile No.: 8788684675

Name in full - Megha krishna shewale

Current Address: Balaji Nagar, Chakan Pune.

Aadhar Card No: 731754970335

ANNEXURE

1. Basic computer fundamental skills – knowledge of word, excel, power point presentation.
2. Team Leadership fundamental skills,
3. Motivating, influencing, and persuading teammates
4. Managing self-performance oriented to constant improvement,
5. Effective decision making,
6. Learning the machining process on CNC machines,
7. Practically perform the machining operations on CNC machines,
8. Learning assembly process on automated machines,
9. Practically assemble the parts as per the work instructions,
10. Review the quality parameters,
11. Evaluate the productivity and analyse the performance,
12. Work on improvements,
13. Communicate with staff members, suppliers, customer representatives, etc.
14. Operational logistics, stores management, supply chain will be a part of training,
15. Conflict management
16. Maintenance management

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HRS.W.APPRENTICE.CON

Date: 10.02.2023

Name: **Mr. RUSHIKESH LAKSHMAN LAD**

App. Reg. No. : **WMHG006210604925**

Dear Rushikesh,

ENGAGEMENT AS APPRENTICE IN BPCL

This has reference to the interview and scheduled medical examination for the purpose of engagement as Apprentice under the provisions of The Apprentices Act'1961. We are pleased to engage you as Graduate Apprentice under Mechanical stream in our corporation.

You are requested to report at the following address on 13.03.2023 for further instructions, at 9.00 a.m.

Mr. KULDEEP MANE
DY. GENERAL MANAGER OPS I/C (RETAIL),
BHARAT PETROLEUM CORPORATION LIMITED
SEWREE INSTALLATION SEWREE FORT ROAD,
SEWREE (EAST) MUMBAI, MAHARASHTRA 400015,
INDIA CONTACT: 9425412385.

It may please be noted that:

1. Your engagement as an 'Apprentice' will be for a period of one year with effect from 13.03.2023. During the period of apprenticeship training, you'll be paid a stipend of **Rs.25000/-** per month. The apprenticeship training is for the purpose of imparting training and doesn't call for employment in the organization after the completion of training.

2. Your engagement as an apprentice shall be governed by the provisions of Apprentices Act, 1961 and the rules made there under.

3. While undergoing apprenticeship training, which will predominantly be on the job training, you are expected to -
   a) Learn the trade conscientiously and diligently.
   b) Be regular in attendance.
   c) Maintain daily learning journal/work diary and get it countersigned by your supervisor every week.
   d) Carry out lawful advices and directions of the officials at the location.
   e) Carry out your obligations under the contract of apprenticeship.

4. You will be entitled to holidays as per the holiday calendar applicable to the establishment of your engagement (12 Holidays) & 12 casual leaves (one CL for every completed month of engagement) and 10 sick leaves on a prorated basis.

...2.

5. Weekly off may be granted on a staggered basis.
6. The health, safety and welfare provisions of Factories Act, 1948 shall be made applicable to you.
7. The period of apprenticeship training shall not be extended beyond the specified period of one year.
8. Your learning shall be reviewed quarterly and annually. Upon successful completion of apprenticeship training, a certificate shall be issued by the Corporation.
9. You are required to adhere to the safety procedures/practices.
10. In respect of matters not expressly stated in this contract, shall be construed to be governed by the provisions of Apprentices Act, 1961 and the rules made thereunder.
11. This engagement is on the basis of you having furnished to the Corporation, correct and factual information and documents regarding your date of birth, qualifications, caste and other details. If at any time, it is found or revealed that you have furnished false or incorrect information and/or documents or withheld pertinent information etc. to secure or have secured engagement, your apprenticeship training shall be liable to be terminated with immediate effect.
12. On the question of interpretation of any terms and conditions, the decision of the Corporation shall be final and binding on you.

If the above terms and conditions are acceptable to you, you're requested to return as token of acceptance, the duplicate of this letter duly signed, at the time of reporting. It may please be noted that you shall have to make travel arrangements at own cost.

Please note that your offer of engagement will automatically stand cancelled without any further reference to you, if you fail to fulfil any of the terms and conditions mentioned above.

Yours faithfully,
For **BHARAT PETROLEUM CORPORATION LIMITED**

PRAVEEN ANASWARA
SR. MANAGER EMPLOYEE RELATIONS (HRS) WEST

Encl: Joining Instructions.

I accept the terms and conditions as mentioned in this letter.

Name: Rushikesh Lakshman Lad.

Signature: Rushikesh.

Date: 12/03/2023

JOINING INSTRUCTIONS

1. You are required to bring the following documents, in original for verification and also furnish two sets of photocopies of the same as follows:

   - Certificates in proof of date of birth, qualifications and experience, if any.
   - Attestation form in the prescribed format duly filled and certified by a Gazetted Officer (minimum two years' acquaintance) of Central or State Government.
   - Valid Caste Certificate (applicable to only SC/ST/OBC Non- Creamy Layer candidates) issued recently by a Competent Authority in the prescribed format.
   - Identity proof such as PAN Card /Election card/License etc. Details of PAN card and Aadhar card are to be mandatorily submitted on the day of your joining.
   - One passport size and one stamp size colour photographs.
   - Blank cheque leaf from your cheque book showing the 9 digit MICR code.
   - National Electronic Fund Transfer (NEFT) Mandate Form duly filled and attested by the authorized official of the Bank having particulars of your account.
   - Police verification Certificate (If it is not readily available, you shall submit the same within one month of joining).

2. Accept the Apprenticeship Contract within seven days once it is created in the NATS/NAPS Portal.

Students Progressed to Higher Education

Shri Balasaheb Mane Shikshan Prasarak Mandal's

ASHOKRAO MANE GROUP OF INSTITUTIONS

Vathar Tarf Vadgaon, Tal Hatkanangale, Dist Kolhapur Ph 0230-2407740

Accredited by NACC with 'A' Grade

IDENTITY CARD



Name : JAMBHALE DHIRAJKUMAR DIGAMBAR

Branch: M TECH MECHANICAL ENGINEERING (DESIGN)

DOB : 13-Jul-97 **Reg.No.**: 527

Mobile : 8888280856 **Gender** : Male

Address: A/p Bichud Tal Walwa Dist Sangli

Student Sign.:

Director Sign