



SINHGAD TECHNICAL EDUCATION SOCIETY'S

S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

Sinhgad Institutes (Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

S. No. 10/1, Ambegaon (Bk.), Pune - 411041 Phone +91 20 2435 4036
Telefax: +91 20 2435 4036 Email: director_sksnbm@sinhgad.edu

Prof. M. N. Navale
M.E. (Elect.) M.B.E. MBA
Founder President

Dr. (Mrs.) Sunanda M. Navale
B.A. M.P.V. Ph.D.
Founder Secretary

Dr. Prachi Pargaonkar
M.Com. Ph.D. FCA
Director

5.2.1 Placement Details of students 2022-23. Placement List-2022-23

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7	Badode Ankit Sanjay	ICICI Bank	14--17
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9	Bellam Omkar Ramesh	Principal Global Services	19--22
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12	Bhokare Rhutvik Siddhanath	Persolkelly	28-29
13	Bhongle Rakhi Pundlik	ThinkQuotient Software Pvt. Ltd.	30--31
14	Birajdar Vaibhav Mallinath	Infosys	32--33
15	Chaugule Megha Dattatray	Bajaj Allianz Life Insurance.	34--35
16	Chikhale Aishwarya Balaji	ASPERA Advisors LLP.	36--37
17	Chitare Akash Ashok	Aditya Birla Finance Limited	38--39
18	Choudhary Anjali Mohan	Ahuja valecha	40
19	Dabade Suprit Deepak	THE INTERCONTINENTAL TRADE PROMOTION	41--44
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22	Dani Anil Raghunandan	Infosys	48--50
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Prachi Pargaonkar
Director

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Prachi
Director

S.K.N. Sinhgad School of Business Management
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Letter Of Intent - State Street HCL

Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com>
To: ketanakotkarka@gmail.com <ketanakotkarka@gmail.com>

Thu, 29 Dec 2022 at 1:01 pm

LETTER of INTENT

Date – 29 December 2022

Pune

Dear Akotkar Ketan Pralhad,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact

Regards,

HCL – Talent Acquisition Team


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Rk.), Pune - 411 041



CONFIDENTIAL

May 17, 2022

To,

Ashish Barge
26164707

Balaji hostel,
Near sinhgad institute,
Pune - 411041

LETTER OF APPOINTMENT

Dear Ashish,

We are pleased to offer you employment with Vodafone India Services Private Limited (the "Company") appointing you as **Assistant Manager**. Your employment with the Company will be effective from **May 17, 2022**. This position will place you in **Band I** of the Company.

1. Place of employment

Your place of work will be Business@Mantri, Tower B, 3rd Floor, Wing B, Nagar Road, Lohegaon, Pune – 411014. During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing. You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.

For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Business@Mantri**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.

2. Annual Compensation

Your Total Target Cash (TTC) is INR **900,000**. Below are details for your reference. Please refer to the Annexure for a detailed breakup of your TTC.

1. Total Fixed Pay – INR **857,143**. This includes your Basic Salary, Allowances namely House Rent Allowance, Management Allowance, Leave Travel Assistance any other allowance as applicable and Provident Fund.

Vodafone India Services Private Limited
Business@Mantri, Tower B, 3rd Floor,
Survey No 197, Hissa No. 2+4 to 7B,
Nagar Road, Lohegaon, Pune- 411014.

T (+91)020 71270001
www.vodafone.com

Confidentiality C2 - Vodafone Internal

Registered Office: 201-206, Shiv Smtb, 2nd Floor, 49/A, Dr. B. R. Ambedkar Road, Above Corporation Bank, Worli, Mumbai - 400 018, Maharashtra
Corporate Identity No. U64201G/1999PTC059542

(Signature)
Director



S.K.W. Sinhgad School of Business
C. No. 10/1, Ambegaon (Nk.), Pune - 411014

Ashish Barge

Letter of Appointment Dated May 17, 2022

_VOIS

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8. Notice Period

After confirmation, this contract of employments is terminable by serving 60 days' notice period. However, during probation your applicable notice period is 30 days. Serving notice period is mandatory. Any decision to waive notice period will be at the sole and absolute discretion of the Company, or any payout in terms amount of salary in lieu of such shortfall of notice period shall be based on prevailing Company policies.

In case, you do not serve the applicable notice period without formal notice period waiver approval from the Company, you shall be treated as having abandoned the services. The Company may, in such cases at its discretion, initiate such legal proceedings as is appropriate.

The Company reserves the unequivocal right to terminate this agreement at any time at its sole discretion by paying 60 days salary in lieu of notice. The Company will not have to furnish any reason or explanation for such decision. This contract should only be accepted on full and complete understanding and unconditional acceptance of this term and condition.

9. Termination of Employment by the Company without Notice

Your employment may be terminated immediately and no payment in lieu of notice will be payable to you, in the event your service is terminated for:

1. Any breach of terms and conditions mentioned in the appointment letter on your part;
2. Any act of fraud, theft, misconduct, disloyalty, moral turpitude committed by you;
3. Any declaration or information provided by you to the Company which proves to be false
4. Willful Suppression & concealing of any material information by you;
5. Any breach of Rules and Regulations of the Company as applicable / maybe applicable to you from time to time
6. Violation of Company's Code of Conduct
7. Negative background verification checks
8. In case of your absence for a continuous period of [5] days (including absence when leave, though applied for, is not granted, or when you overstay the period of sanctioned leave by [5] days), would be treated as abandonment of the services by you and can lead to appropriate action being initiated by the company as per the applicable process which may lead to termination.

10. Return of Information

On termination of this contract, you will immediately give up to the Company, all correspondence, specifications, intellectual property, formulae, books, documents, effects, market data, cost data, drawings or records, etc. belonging to the Company or relating to its business and shall not retain or make any copies of these items. You shall also return immediately on termination all the properties (viz. laptop, sim card, access card etc.) provided to you by the Company during your employment. The terms of termination are strictly confidential between you and the Company.

Vodafone India Services Private Limited
Business@Mantn, Tower B, 3rd Floor,
Survey No. 197, Hissa No. 2+4 to 7B,
Nagar Road, Lohagaon, Pune- 411014.

T (+91)020 71270001
www.vodafone.com

Confidentiality C2 - Vodafone Internal

Registered Office: 201-206, Shiv Smriti, 2nd Floor, 49/A, Dr. Annie Besant Road, Kooze Corporation Bank, Worli, Mumbai - 400 018, Maharashtra
Corporate Identity No. U64201GJ1999PTC059542

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Ak.), Pune - 411 041



Ashish Barge
Letter of Appointment Dated May 17, 2022

- 3. You will not reproduce, store in a retrieval system or transmit in any form or by any means – electronic, mechanical, photocopying, recording, scanning or otherwise any copyrighted material or document, which is property of the Company – for your own benefit or for the benefit of any third party, either during the course of your employment or after your separation.
- 4. You will treat all Confidential Information as confidential and protect it from unauthorized disclosure or access. You understand and accept, that any unauthorized access to or disclosure of Business Information may result in irreparable injury to the Company.
- 5. You will be privy to personal information or data available in the Company systems, platforms, portals, etc. and that making copy/copies, filming, writing down, downloading or storing of Confidential Information or personal data will be a breach of obligations of your employment. You will ensure not to copy, write down, download, store, film, etc. the Confidential Information or personal data in any format, including but not limited to, physical or virtual mediums. You will be solely responsible for abiding by the Company's privacy guidelines and/or applicable policies.
- 6. Any breach of the obligations specified hereunder, either during the employment term or following the separation thereof, shall be considered by the Company as a material breach, which would serve as a ground for the Company to terminate your employment with extraordinary notice and/or claim for damages against you.

14. Intellectual Property

You agree to disclose and assign any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of the Company. Any rights to inventions that arise out of your activities hereunder, (or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto) shall be transferred to the Company in accordance with applicable law. You shall, as and when requested by the Company (at Company's cost and expense), assist the Company in perfecting the Intellectual Property Rights in any manner the Company deems fit.

15. Knowledge Transfer

During the course of your employment, you may be required to travel for Company sponsored training or any knowledge transfer program. The company will bear all expenses pertaining to such training on knowledge transfer or special skill program as applicable as per the Company travel policy then in place. In case you decide to leave the company before completion of terms as per travel, undertaking the Company will be entitled to recover any amount equivalent to the cost of training undergone by you, which shall be in the nature of liquidated damages. The cost of such training will be the sum of the Boarding charges, daily allowances and lodging expenses as incurred by the Company.

16. Non-solicitation

During the term of your employment, and for a period of ONE (1) YEAR after separation, you agree not to solicit any employee or independent contractor of the Company on behalf of any other business enterprise, nor shall you induce any employee or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

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(Signature)
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 011



Annexure - Compensation Details - Total Target Cash (TTC)		
Name	Ashish Prady Barge	
Designation	Assistant Manager	
Band	I	
	Monthly Amount (in INR)	Annual Amount (in INR)
Component (A)		
Basic Salary	26,250	315,000
House Rent Allowance (HRA)	13,125	157,500
Leave Travel Allowance (LTA)	3,500	42,000
Flexible Allowance ¹	25,404	304,848
Component (B) - Retirals²		
Provident Fund (Company Contribution)	5,150	61,800
Total Fixed Pay (A+B)	71,429	837,148
Component (C) - Target Incentive³		
Target Incentive is @ 5% of Fixed Pay	3,571	42,857
Total Target Cash⁴ (Fixed Pay + Incentive)	75,000	900,000
House Rent Allowance (HRA) - 30% of Basic Salary		
Leave Travel Allowance (LTA) - As per rule. You can plan your privilege (date and choice to avail) Tax exemption for Domestic Travel with family where family includes spouse, minor child and wholly or mainly dependent parents, brothers and sisters.		
Flexible Allowance Components⁵		
Component	Guideline for Calculation	
National Pension Scheme	upto 10% of Basic Salary	
Special Provident Fund (SPF) Amount	4 Options - Zee: 12,000-24,400	
Management Allowance	Business Factor	
Car Leave Allowance (Applicable as per Band)	No per band entitlement	
¹ Flexible Allowance is based on allowances which allow an employee to optimize flexible incentive by opting for above allowances as per guidelines. ² Retiral (Provident Fund) @ 12% of PF Wage which is company contribution, an equivalent amount is deducted from employee's payroll as employee contribution towards Provident Fund. ³ Target Incentive is inclusive of the bonus bonus payable under the status. Incentive Pay will be subject to the incentive plan and framework as applicable for your role. ⁴ Total Target Cash is inclusive of all remuneration. Total Target Cash (TTC) refers to Annual CTC. This is the total cash including Fixed Pay and Target Incentive. Fixed pay is calculated as Basic. ⁵ The composition for each flexible component is subject to change as per Policy/Guidelines. Priority: To be paid as per applicable statute. This is in addition to the mentioned Annual TFC and does not form part of the monthly fixed payment. Taxation: All payments will adhere to the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Flexible Tax rules when publishing the report to the employees. The applicable tax as per income tax rules will also apply to the bonus being announced period and business (if any).		

Vodafone India Services Private Limited, Business@Mantri, Tower B, 3rd Floor, Survey No.197, Hissa No. 2+4 to 7B, Nagar Road, Lohegaon, Pune- 411014, T (+91)020 71270001.

Registered Office: 201-206, Shiv Smriti, 2nd Floor, 49/A, Dr. Annie Besant Road, Above Corporation Bank, Worli, Mumbai - 400 018, Maharashtra. Corporate Identity No. U64201G1999PTC059542

C2 General

Director *[Signature]*
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





07-May-2023

[Ref: HRGCO/ARGMP-23]

Rohit Sambhaji Anandkar

Sinhgad college staff quarters ambegaon Bk 411046,

Ambegaon BK,

Ambegaon BK - 411046

MAHARASHTRA

Dear Rohit Sambhaji Anandkar,

Congratulations!

We are pleased to inform you that based on the interviews conducted, you are selected for the position of "Management Trainee" in our organization.

You are expected to report at our Head Office, Tirupati on 12-Jul-2023. We will further intimate you if there is change in the date of joining with us.

You will undergo training in our organization for a period of twelve (12) months.

During the period of training, you will be eligible for a total Stipend CTC of 4,00,093 per annum (Four Lakhs Ninety Three).

The detailed break up and description of the components of the above stipendiary package will be handed over to you with your letter of appointment on your joining our organization.

You are required to submit the following at the time of joining;

- Copies of all certificates along with originals relating to your educational qualifications and proof of date of birth which are required for verification.

Your selection as a Trainee in our Organization is on the premise that you will pass all the final academic exams and will get qualified as required. Accordingly, you will have to produce the certificates of pass to the Organization within a stipulated period which will be announced by the Organization, taking into consideration the time required for the academic exam results to be announced. In the event of failure to produce the certificates within the stipulated period, your training will automatically cease with the Organization

- Three passport size and two stamp size photographs.

Director

S.K.N. Sinhgad School of Business Management
1, 1st, 10/1, Ambegaon (Bk.), Pune - 411 041



[Rohit Sambhaji Anandkar]
07-May-2023
[Ref: HRGCO/ARGMP-23]

We request you to keep in touch with Mr. Hari Prasad. T, Assistant Manager - HR at navaprathibha@amararaja.com for further correspondence and process of your joining our organization,

This appointment is valid subject to your medical fitness.

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

Looking forward to a long lasting and mutually rewarding relationship with you.

Welcome to Amara Raja Family!

Sekar. J.
Associate Vice President - HR



I accept the terms and conditions of this offer letter.

[Rohit Sambhaji Anandkar]

Date: _____

In case of any clarifications on offer, please feel free to contact:

Mr. Hari Prasad. T
Assistant Manager - HR

Ph #: 0877-2265000 Extn No: 7392 | M#: 99490 35482

Note: All the components mentioned in the offer will be administered as per the terms & conditions detailed in the respective policy/scheme.

Director

S.K.M. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





Apne liye. Apno ke liye.

9

6. Please arrange to return the duplicate copy of this letter, duly signed by you, in token of acceptance of the offer. Please also forward photocopies of your proof of age, educational certificates, other testimonials and 3 color passport sized photographs, along with the acceptance letter.

7. For clarifications, please feel free to contact Harshada Deorukhkar at 022-66283162 or e-mail at hr_mum@sbilife.co.in

8. In case of your resignation or termination from the services of SBI Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of variable pay / incentive and the quantum of such incentive to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

9. The normal age of superannuation shall be 60 years.

Yours faithfully,

Madhura Banerjee
Vice President - HR

I, Vicky Anand, accept the above offer as Senior Associate in SBI Life Insurance Company Limited.

Signature:

Date:

Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Salary Sheet	
Name	Vicky Anand
Designation	Senior Associate

Salary Component	Amt per month (Rs)	Amt per annum (Rs)	Remarks
Basic Salary	10,000	1,20,000	40% of Fixed Compensation
House Rent Allowance	5,000	60,000	50% of Basic Salary
Special Allowance	8,319	99,831	
Total Monthly Salary (A)	23,319	2,79,831	
Retiral Benefits			
PF	1,200	14,400	Company's contribution to PF @ 12% of Basic Salary
Gratuity	481	5,769	You will be entitled to gratuity as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company.
Total Retiral (B)	1,681	20,169	
Fixed Compensation (A+B)	25,000	300,000	

In addition you are eligible for:

1. Medclaim Coverage for spouse and up to two children to a ceiling of Rs 5 lakhs. Dependant parents may be added on a voluntary basis at an additional payout on prorata basis.
(In case of Maternity Coverage the claim is covered up to Rs 50,000/-)

2. Group Life Insurance coverage of Rs 20 lakh.

Please note that remuneration is a contract entirely between you and the Company and should therefore be treated as strictly confidential.

Wai
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





Strategy Partner



Date Jan 03, 2023

RFH/EXP/8845/20-21

OFFER LETTER

Mr. Atharva,
Shela 48 Mahalaxmi Nagar Laketown Road,
N₈
Pune-411037

Dear Mr. Atharva,

With reference to your application and the subsequent interview you had with us, we wish to offer you the post of **Officer Channel Mgmt. Channel Management** at our **Pune, Pune**. Your reporting relationship and place of posting might change from time to time as per business requirements.

Your compensation will be as per our discussion and mutually agreed upon, the details of which will be mentioned in your Appointment Letter, which will be issued to you, once you join.

As agreed, you are required to join us on or before JAN 05 2023. This offer will remain valid for a period of 7 days from date, by which time you will have to send us scanned copy of your accepted Resignation letter from your Company. In case, we do not receive the same, this offer shall stand withdrawn.

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

- Photocopy of experience certificates (if applicable).
- Proof of date of birth.
- Photocopies of certificates and mark-sheets of educational/professional qualifications.
- Proof of Residence
- Copy of Aadhaar Card
- Copy of Pan Card
- Cancelled Bank Cheque for the purpose of Salary
- Relieving letter (if applicable).
- Originals of the above for verification and return
- Four passport size photographs

Please note that we will be conducting background checks on the information provided post receipt of the resignation acceptance letter, and continuation of your employment would be subject to successful verification of the information provided. By accepting this offer, you provide your consent / authorization to use your information for the purpose of background checks

Please send us the acceptance of this offer by accepting the offer in the HRMS portal acceptance window, the details of which are shared in the email

We look forward to have you as an active member of our DTDC Family

With Best Wishes, DTDC Express Limited

This is a computer-generated letter and does not require any signature


Director

S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 037





CIAN HEALTHCARE LIMITED

Address: Plot No. 10/1, Ambegaon (Bk.), Pune - 411 041

12

M/s. Pragnan

Subject: Recruitment of Frontal Trainer - Finance

Dear Sir,

Reference is made to your application for recruitment of Frontal Trainer - Finance at CIAN Healthcare Limited. The details and background will be available on the website.

The recruitment process will be completed by the end of December 2012.

The recruitment process will be completed by the end of December 2012. The details and background will be available on the website.

The recruitment process will be completed by the end of December 2012. The details and background will be available on the website.

Yours faithfully,
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

The recruitment process will be completed by the end of December 2012. The details and background will be available on the website.

Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Pragnan
Pragnan Satish Babar

Appendix 1

	2019-20	2020-21
Basic Salary	10000	10000
DA	5,200	5200
House Allow	6,000	6000
Medical Allowance		
Professional Pay	25,200	100,000
DF (congruity) 4%		
DF	200	2500
DF (11.25%)		
DF (Refraction)	200	2,500
DF (By Net Payment in Hand)	25,000	299,000
DF (Congruity) 1%		
DF (Leave)	400	2000
DF (Gratuity)	500	2,000
DF (Contriby (A 50% of leave)	222	2,000
DF (CTC/Month/Annium)	26,922	123,000

Handwritten Signature
Director

S.K.N. Sinhgad School of Business Management
S. No. 1071, Amnagaon (Dk.), Pune - 411 041



Handwritten Signature

Pragati Satisin Babar



144

PRIVATE AND CONFIDENTIAL

Reference No. - 1384531402

Applicant ID - 5836480

12-Jul-2023

Ankit Badode

Dear Ankit,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited

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

Tel.: (91-22) 2653 1414

Fax: (91-22) 2653 1122

Website www.icicibank.com

CIN: L65190GJ1994PL0023024

Regd. Office: ICICI Bank Tower

Near Chakli Circle,

Old Pedra Road,

Vadodara 390 007, India


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/3, Ambegaon (Sk.), Pune - 411 043





: 2 :

Reference No. - 1384531402

Ankit Badode

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bankia Kasta Complex
Mumbai 400 051, India

Tel: 191-221 2653 1414
Fax: 191-221 2653 1122
Website: www.icicibank.com
CIN: L65190GJ1984PLC021012

Regional Office - ICICI Bank Towers
Near Chhatrapati Shivaji
Old Trade Room,
230 017, India


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





:6:

Reference No. - 1384531402

Ankit Badode

Benefits:

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

Signature of Applicant

Digitally signed by Aditi Chaturvedi
Date: 2023.07.12 21:15:29 +05:30
Reason: Offer Letter
Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers,
Bandra-Kurla Complex
Mumbai 400 081 - India

Tel: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website: www.icicibank.com
CIN: L65190GJ100APL0021712

Head Office: ICICI Bank Towers,
New Club C-1,
Old Parel Road,
Mumbai - 400 032 - India


Director

S.K.M. Singhad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Remuneration Details

Name : Ankit Badode
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total Fixed CTC	30,575	3,66,900
Performance Linked Retention Pay #	6,250	75,000
Total CTC	36,825	4,41,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank, namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 12-Jul-2023

Digitally signed by Aditi Chaturvedi
 Date: 2023.07.12 21:15:29 +05:30
 Reason: Offer Letter
 Location: Mumbai

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

Tel: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
 Website: www.icicibank.com
 CIN: L65190GJ1894PLC021012

Regd. Office: Kurla East
 Near Chakli Circle,
 Old Purna Road,
 Vadodara 390 002, India



Director

S.K.N. Singhad School of Business Management
 S. No. 10/1, Ambagdon (Sk.), Pune - 411 041



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>



August 1, 2023

Omkar Bellam
Sadguru Residency, Raje chowk, Ambegoan Pathar
near Rajeshrishahu Vidyamandir
Pune, MH 411043

Dear Omkar,

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 August 22, 2023 after which it shall stand revoked. Following are the details of your employment.

1. Remuneration

Designation	Trainee - Analyst
Title	Trainee - Process Specialist
Tier	T01
Total CTC (cost to company)	₹350,000.00/ANNUAL

Your Fixed Compensation will be ₹318,182.00 In addition, you will also be eligible for a qualifying discretionary target variable pay of ₹31,818.00 for the period January to December on pro-rata basis.

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India
CIN: U64120PN2005PTC129516

(Handwritten Signature)
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegoan (Bk.), Pune - 411 041



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>



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.

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India

CIN: U64120PN2005PTC 1295

Waj
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



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>



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 belonging 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.

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India
 CIN: U64120PN2005PTC129516


 Director

S.K.N. Singhad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



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>



Annexure: A

Name: Omkar Bellam

Business Unit: SBD Claims

Title: Trainee - Process Specialist

Designation: Trainee - Analyst

Tier: T01

Annual Compensation

Total CTC (CTC + Variable Pay)	₹350,000.00/ANNUAL
Cost to Company (CTC)	₹318,182.00
Variable Pay	₹31,818.00

Components	Option 1 INR/Annum	Option 2 INR/Annum
Basic Salary	2,56,000	2,56,000
HRA	19,148	28,268
Flex Basket	0	0
Employer Contribution to PF	30,720	21,600
Gratuity	12,314	12,314
Cost to company (CTC)	3,18,182	3,18,182
Variable Pay	31,818	31,818
Total CTC (CTC + Variable Pay)	3,50,000	3,50,000

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.

Director

S.K.N. Singhad School of Business Management
 S. No. 10/1, Ambegaon (Gk.), Pune - 411 041

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India
 CIN: U64120PN2005PTC129516





Gallagher

Insurance | Risk Management | Consulting

23

Date: 18 June 2018

Mr. / Ms. Mokhsada Dilip Bhaalerao

Dear Mokhsada,

We have pleasure in appointing you as *Process Associate*, in our organization. While you will be initially based at our *Pune Office*, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. **Date of joining**
Your appointment is effective from the date of joining which shall be as early as but not later than 18 June 2018.
2. **Salary**
Your gross compensation will be *Rs.2,17,705/- (Rupees Two Lakhs Seventeen Thousand Seven Hundred and Five Only)* per annum, on a *cost to company (CTC)* basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.
3. **Salary review**
Your salary will be reviewed annually (January/July) subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.
4. **Incentive**
You can earn an incentive after three months from your date of joining; you can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of *Rs.7,885/- p.a.*, which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.
5. **Leave**
You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.
6. **Retirement**
The retirement age is 58 years.
7. **Probation & Confirmation:**
You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by 15/30/60 days' notice by either party.

Ual.
Director

S.K.N. Shriyad School of Business Management
S. No. 16/1, Ambegaon (Sk.), Pune - 411 041

Officer/Secy

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspac IT Park, Vimanagar, Pune - 411014, Maharashtra (INDIA) Tel : +91 20 6625 1700
Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Azuritehalla, Kothrud, Pune - 411004, Maharashtra (INDIA) Tel No.: +91 00 4034 3434 / 6191 6000

LLPIN: AA1 - 5010 - (Registered with Limited Liability)
(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)



Gallagher

On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on '30/60/90 days' notice by either party.

8. 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 in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.
9. Working hours
You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.
10. Responsibilities
You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.
11. Travel
You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.
12. Confidential information
12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been:
 - previously published or disclosed to the general public;
 - previously available without restrictions; and
 - which information the Company desires to protect against unrestricted disclosure or use.
- 12.2 "Confidential information" will however, not include information that:
 - is or enters the public domain through no fault of yours
 - is known and has been reduced into tangible form by you prior to the time of disclosure
 - is independently developed by you without access to or use of the proprietary information
 - is generally made available to you by the Company without restriction on disclosure or
 - is disclosed by you with the Company's written consent.


Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon, Pune - 411 001



File in scale

Annexure

Emoluments A		Per Annum	Per Month
Basic			
House Rent Allowance		78846	6571
Prorata Statutory Bonus		39423	3285
Employer's Contribution to Provident Fund		10500	875
Special Allowance		9462	785
Fixed Emolument		58884	4907
Performance Based Incentive**		197115	16427
		7225	602
Emoluments Total (A)		205000	17084
Benefits B			
Employer's contribution to ESI		8914	
Gratuity***		3791	
Benefits Total (B)		12705	
Cost To Company (CTC): Total (A+B)		217705	
Deductions			
Employer's Contribution to Provident Fund			789
Employee's Contribution to Provident Fund			789
Employee's Contribution to ESI			274
Professional Tax			200
Net pay			14375

** Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating

*** Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4,000/- upon clearing international domain certification.

This appointment letter is subject to the following:

1. Background verification Check (being clear)

Name: Mokkasa Bhaalerao

Place: Pune

Signature: Mokkasa

Date: 18/08/2018

Mokkasa
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 043



Dated 17 April 2023

To,

VAISHNAVI VILAS BHALKE
AT PO KINWAT TA KINWAT KINWAT NANDED MAHARASHTRA 431804



26

OFFER OF TRAINING

Dear VAISHNAVI VILAS BHALKE

With reference to your participation in our campus selection drive, we are pleased to offer/appoint you as **'Management Trainee'** on "MT-Grade" in **Credit Department** of the company, on a consolidated stipend of **₹25000/- (INR Twenty-Five Thousand Only)** per month subject to your joining on or before 25-04-2023 at our Pune. The office timings are 09:30AM to 06:30PM.

The terms and conditions governing your training are mentioned below:

- 1) That, based on our discussion and mutual consent on the terms and conditions related to your training and further provisional employment; you would require to sign this Offer-cum-Appointment Letter along-with 2 year's Indemnity Bond on joining.
- 2) That, during the training period you are required to undertake all duties and activities as assigned to you by your reporting superiors, head of the department or management.
- 3) That, during the training period and further provisional employment, you will not act in any manner, prejudicial to the interest of the company.
- 4) That, to provide you wide exposure during your training or considering the work exigencies during your provisional employment; on sole discretion of management, you shall always liable to be transferred from any section/department/office/ location to any other section/department/office/location of the company's establishments, divisions and/or associates/affiliates situated in any part of India. On your transfer, you will be governed by the Company's policies, rules, and regulations applicable to the establishment in which you are posted.
- 5) That, other than consolidate stipend you shall also be entitled for other benefits (if any) as applicable to your position/grade, please note that the company reserves the sole discretion to review/increase/decrease the benefits considering the forthcoming work requirements/business exigencies etc.
- 6) That, as per the company policy, you shall be entitled for one CUG connection and the use of it would be restricted to official purpose only; it would be your sole responsibility to prevent this from any misuse or its use in any illegal activity.
- 7) That, as per applicable laws/rules, your consolidated stipend/salary/income from company in any manner shall always be subject to the deduction of applicable taxes at source, such as Income Tax, Professional tax etc.
- 8) That, your grade elevation during training/employment will be purely based on your gross performance and attitude towards your work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.
- 9) That, the lack of success at any stage of the training or lack of acceptance participation will be reason for removal from the position OR put you on the PIP "Performance Improvement Plan".
- 10) That, on successful completion of one year training period, your services may be confirmed in the Company on appropriate cadre/grade, purely based on your gross performance and attitude towards your work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.
- 11) That, your provisional appointment is subject to:
 - a) That, your provisional appointment shall be subject to your medical report declaring you "Physically & Mentally Fit" from the company's panel of Doctor's, or any other medical practitioner duly authorized by the company. For this you will have to undergo for 'Medical Examination'.
 - b) That, your training and further provisional employment shall be subject to the successful completion of your graduation/post-graduation and submission of necessary documents (marksheets/degrees) to the concerned person at HR Department of the Company.
- 12) That, the Company reserves the sole discretion to suspend/terminate your training/services on grounds of misconduct or breach or violation of the terms and conditions of this letter/undertaking or violation of any rules, regulations or standing orders of the Company by giving you seven calendar days' notice or upon payment of stipend in lieu thereof.
- 13) That, it will be expected from you to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.

AAVAS FINANCIERS LIMITED

(Formerly known as "AA HOUSING FINANCE LIMITED")

An ISO 9001:2015 Certified Company

CIN NO.: L65922RJ2011PLC034297

Regd. & Corp. Office: 201-202, 2nd Floor, Southend Square,
Mansarovar Industrial Area, Jaipur - 302020 | Tel: +91 141 661 8888

E-Mail: info@avas.in, Website: www.avas.in



[Signature]
Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

- 14) That, you will also be governed by the standard terms and conditions applicable on the trainees/employees of the company as existing now and as may be amended from time to time.
- 15) That, this provisional appointment is being made based on the information furnished in your application for employment, subsequent interviews and documents submitted by you during the process; If, at any time during the process or in future, it comes to light that any of the information/document submitted by you is incorrect/false or forged or any relevant information has been withheld by you, then your employment shall liable to be terminated with immediate effect without giving any further notice or compensation
- 16) You will be elevated as Assistant Manager (grade-m3), based on gross performance towards work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.

If you are agreed to the aforesaid terms and conditions, please duly sign the copy of this letter as a token of your acceptance of the above terms and conditions of this appointment and return the same to us.

The AAVAS FINANCIERS LIMITED heartily welcomes you on board and wish you ALL THE VERY BEST for a bright and mutually rewarding association with us.

**Yours faithfully,
For & on behalf of the Aavas Financiers Limited**

**PRASHANT KUMAR PANDEY
HEAD TALENT ACQUISITION**

Acceptance	
I hereby declare that I have thoroughly read and understood the terms and conditions of training mentioned herein this letter; and I do accept and undertake the same and shall be abide by the mentioned terms and conditions.	
SIGNATURE-.....	
DATE.....	PLACE:

wa!
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 043



AAVAS FINANCIERS LIMITED
(Formerly known as "Au HOUSING FINANCE LIMITED")
An ISO 9001:2015 Certified Company
CIN NO.: L65922RJ2011PLC034297
Regd. & Corp. Office: 201-202, 2nd Floor, Southend Square,
Mansarovar Industrial Area, Jaipur - 302020 | Tel: +91 141 661 8888
E-Mail: info@aavas.in, Website: www.aavas.in

KELLY

28

Letter of Intent

28th September, 2021

Dear RUTVIK SIDDHNATH BHOKARE,

Greetings from PersolKelly India!

We are pleased to inform you that you have been selected and offered the position of Sales Executive-TW in PersolKelly India Pvt.Ltd. and will be deputed at our client place Baramati, Maharashtra on fixed term contract.

Your tentative DOJ will be - 29-Sep-21
Your Net Take Home salary would be INR 11127
Contract Period : 3 Months

Your detailed salary structure Annexure will reflect in your appointment letter which will be issued to you on your date of joining.

Post your confirmation on the date of joining, which is 29-Sep-21, you will be informed about your induction. Detail of documents required for Joining Formality is given below

Kindly note the below documents must be submitted on your date of joining as a part of joining process and incase of any document not submitted with 15 days of your joining may lead to appropriate action by the organization.

- 1 - Personal Form Duly Signed by the Employees Own Handwriting.
- 2 - Resume
- 3 - Copy of ID Proof (Ration Card, Voter ID Card/ Passport Copy & Pan Card)
- 4 - Copy of Address Proof (Ration Card, Voter ID Card/ Passport Copy)
- 5 - Education Proof (10th to Highest)
- 6 - Aadhar Card
- 7 - Passport Size Photograph
- 8 - Post Card Size Family Photograph (2 Copies) for ESIC
- 9 - Previous Company Experience Letter & Resignation Letter/Resignation Acceptance.
- 10 - Cancelled Cheque / Bank Passbook.
- 11 - Salary Slip Last three Month of Previous Company

PersolKelly India Pvt. Ltd. (Formerly Indian Info Services India Pvt. Ltd.)

Global Office: Pune (India) 411 001, P.O. 300
2nd Floor, 4th Avenue, Sector 16,
Koksalpatti-122002 India
T: +91 20 4712 8507
F: +91 20 4712 8888
20 47128888@persol.com

Bangalore Office
3rd Floor, Saranatha Chambers, 94287,
12/1st Main, HAL 2nd Phase
Korachappa, Bangalore - 560008
T: +91 80 4712 1300

persol.com


Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



In case you fail to reply, this offer shall stand withdrawn after 48 hours.

Note: Your employment confirmation with us is a subject to BGV clearance and if your Background check is negative, this offer will stand nullified with immediate effect and the offer /employment shall stand automatically terminated with/ without any reference/ notice to the Employee with retrospective effect from the date of offer and the Employee shall be liable to make good all losses, expenses, damages caused to PersolKelly on account of such acts or omissions as mentioned herein

We wish you success and growth in your new environment. Please do not hesitate to call us, if you need any assistance.

Congratulations on your new appointment!

With all good wishes



Auth. Signatory

This is system generated Letter of Intent, hence signature is not required. (i) In case of any discrepancy to the above-mentioned Salary information or Terms of appointment, please do revert within 7 working days. In case we do not receive any Communication, we will consider your acceptance on the same (ii) PersolKelly India Private Limited and its hiring agencies do not charge any fees nor does it accept money from candidates for the purpose of recruitment. If you have received any such solicitation, please do not respond to it. Any candidate paying money to such illegal parties will be doing it at his / her own risk.

PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

Corporate Office
Floor-4, C- Park, Sector-29
Gurgaon-122002 India
Email: hr@persolkelly.com
Phone: +91 122 422 1300
Fax: +91 122 422 1301

Registered Office
Sri Ram Sumantra Chambers 21st
Floor - 4B, 2nd Block
Sri Ram Sumantra Chambers
T: +91 471 7000100

persol@persol.com


Director
S.K.M. Singhad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Date: 08 May 2023

Offer Letter

Ms. Rakhi Pandlik Bhongle
Address: D/O: Pandlik Bhongle,
Jagannath Baba Mandir,
Ravi Nagar Wani, Wani,
Yavatmal, Maharashtra- 445304.
Aadhar No. - 5855 2176 5710
Pan No. - DGYPB1424C

Dear Rakhi,

With reference to your application and interview you had with us. We are pleased to offer you the position of **Talent Acquisition Officer** with **ThinkQuotient Software Private Limited**. We are confident that you will find this offer both challenging and rewarding. The following points outline the terms and conditions:

Job Position: **"Talent Acquisition Officer"**


Start date: 08 May 2023

Salary: Rs. 20000/- Per month CTC.

Notice Period: 2 Months.

Probation Period: 3 Months.

Hours of work: 10 A.M. to 7 P.M., Monday to Saturday, 6 days a Week. Alternate Saturday Working, Sunday weekly off.


Director
S.K.N. Srinigad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Annexure A:

Required List of Documents:

1. PAN
2. AADHAR
3. Electricity Bill (Current Address)
4. Educational Documents: SSC/HSC/Graduation/Post Graduation (If)
5. Professional Documents: Previous Employment Offer/reliving/experience Letter/ 3 Month Salary Slip
6. Bank Passbook: Front Page
7. 2 Passport Size Photos

Annexure B:

Annual Cost to the Company:

Full Name of the Employee	Rakhi Bhongle
CTC	20000
Gross Basic salary	10000
HRA	5000
Internet and Telephone Allowance	5000
Provident Fund	2400
ESIC	600
Total Deduction	3000
Net salary paid	17000

The terms and conditions of your service are subject to change from time to time by the Company. We welcome you to THINKQUOTIENT SOFTWARE PVT. LTD. and are confident that you will be a valuable member of the Company. We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding. We will cherish a long and meaningful association with you.

Yours faithfully,

For THINKQUOTIENT SOFTWARE PVT. LTD.

Authorized Signatory,



Director

ThinkQuotient Software Pvt. Ltd.



Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041




HRD/1004070633/21-22

Mr. Vaibhav Birajdar
Nashikar Nivas Near Uday Ganesh Mandir
Azad Chowk
Latur-413512
India

Ph: +91-9527190637

Dear Vaibhav,

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 **04-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.

Handwritten signature
Director

sign:

Handwritten signature

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

name: **Birajdar Vaibhav M.**

Date: **30/05/2022**

Company Confidential - This communication is confidential between you and Infosys Limited
Page 1 of 10



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HRD/3T/1004070633/21-22

INFOSYS
Through email
March 25, 2022

Mr. Vaibhav Birajdar
Nashikar Niwas Near Uday Ganesh Mandir
Azad Chowk
Latur-413512
India

Ph: +91-9527190637

Dear Vaibhav,

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: 2022.03.24 15:24:57 +05'30'
Reason: I am the signer
Location: Bangalore


Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 043



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

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LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: 02/01/2023

Megha Dattatrya Chaugule
S/O Dattatrya Vikram Chaugule, -, GAVTHAN,
Pune, 412211

Subject: Offer Letter

Dear Megha Dattatrya ,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Relationship Manager - PSF Core, Basic Direct in Band GB2 A at Bajaj Allianz Life Insurance Company Limited (BALIC).

- 1. You shall be based at Baner .
- 2. You will report to Ambrish Daptardar.
- 3. The proposed compensation details are attached in "Annexure A"

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining.

We would expect you to join latest by 02/02/2023. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing.

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- a) Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- b) Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.

Authorized Signatory

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

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegon (Bk.), Pune - 411 043



LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

ANNEXURE A: CTC Break Up

COMPENSATION BREAK UP SHEET

Date: 02/01/2023

Name: Megha Dattatrya Chaugule
 Department: PSF Core
 Designation: STM
 Band: GB2 A
 Location Code: Baner Location: Baner

S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	8,400.00	100,800.00
2	Minimum HRA	4,200.00	50,400.00
3	Conveyance Allowance	0.00	0.00
4	Telephone Allowance	2,000.00	24,000.00
5	Statutory Bonus	1,680.00	20,160.00
6	Flexible Benefits	10,308.00	123,696.00
7	Company's Provident fund contribution	1,800.00	21,600.00
8	Gratuity as per the Act	404.00	4,848.00
9	Total Fixed	28,792.00	345,504.00
Total Fixed CTC in Words		345,504.00 (Three Lacs forty five thousand Five hundred and four only)	

Bajaj Allianz Life Insurance Company Limited
 Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
 Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
 CIN: U66010PN2001PLC012959


 Director
 S.K.N. Singhad School of Business Management
 S. No. 10/1, Ambegaon (Ok.), Pune - 411 041



Date: Wednesday, April 26, 2023

To
 Miss. Aishwarya Balaji Chikhale
 Venkatesh Nagar Naik Chowk, Udgir Tq. Udgir Dist. Latur, Pincode - 413517

Dear Aishwarya,

On behalf of ASPERA Advisors LLP (the "Company" or "ASPERA"), I am pleased to offer you the position of **Junior Business Analyst- M&A**. This position will report to Ms. Sakshi Jain, Ms. Vibha Joshi (Vice President - Corporate Communication) and works in close coordination with the CEO of the Company on various assignments with an anticipated start date of **May 02, 2023**. You will have various responsibilities regarding the Company's activities and businesses, as the management of the Company determines from time to time.

Your Cost to Company will be ₹ 2,40,000/- and will be reviewed periodically. Details will be provided to you upon hire. The remuneration will be paid in the following format:

1. ₹ 1,80,000/- will be paid yearly every month. The salary will be processed between 1st to 10th of every month post completion of the period.
2. ₹ 60,000/- per year will be paid proportionately for the completed months, in 2 parts, first in the month of Diwali & second along with the salary of the month of March as a bonus subject to continuity of the employment.

You will be also eligible for Out-of-pocket expenses such as lodging, boarding and travel (as per the company policies) incurred during performing your duties.

The position is not eligible for overtime pay and can be revoked as deemed necessary by the company management and subject to satisfactory verification of documents and references.

This offer represents a proposed at-will employment arrangement between you and the Company, which means that either you or the Company may terminate your employment at any time, and for any or no reason. It does not guarantee employment for any specified period and is dependent upon your signing agreements satisfactory to the company regarding arbitration of claims and the confidentiality, non-competition and the ownership of proprietary information developed in the course of your employment.

If these terms are acceptable, please sign in the space provided below.

This offer of employment will remain open until **May 02, 2023**, unless rescinded or modified earlier.

Please mail or courier your signed copy to the attention of Human Resources at the address on the header or email it to vibha.joshi@asperaadvisors.com.

Very truly yours,

Mrs. Vibha Joshi
 Vice President- Corporate Communications

Agreed and Accepted:


 Director

S.K.N. Singhad School of Business Management
 S. No. 10/1, Ambegaon (Blk.), Pune - 411 043



Aishwarya:
Aishwarya Balaji Chikhale
Signature

Date 26/04/2023

STRICTLY CONFIDENTIAL



Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (0x), Pune - 411 041



Aditya Birla Finance Ltd.

(A part of Aditya Birla Capital Ltd.)



ADITYA BIRLA CAPITAL

PROTECTING · INVESTING · FINANCING · ADVISING

Dear Akash Chitara,

Welcome to the **World of Opportunities** at Aditya Birla Capital!

We're pleased to offer you an appointment as a **Management Trainee in Aditya Birla Finance Limited**. We're thrilled to have you on board. We know you're going to be an asset to our company and can't wait to see what you accomplish. At Aditya Birla Capital, we look at creating the next generation of leaders who will further our vision of helping people meet their lifelong money needs. We offer our employees multiple opportunities to achieve professional success and an avenue to pursue their personal aspirations. We do this by investing in the development of our employees and by offering them a bouquet of career choices spanning across functions, businesses, and geographies at Aditya Birla Capital and at the larger Aditya Birla Group level.

We are happy to share that you are placed in **Aditya Birla Finance Limited** in the **Sales** function based out of **Pune**.

We look forward to having you on board with us on **August 03rd 2023** in **Pune**. The details of the venue for the induction would be mailed to you shortly.

This offer is subject to:

- **Having secured a certificate of completion as declared by your Institution/University.**
- **Found medically fit.**
- **Credit Score and Background Checks being satisfactory.**

Once again, we hope your career at Aditya Birla Capital is extremely fruitful and satisfying - both professionally and personally.

In case you have any queries, please feel free to reach out to Shamli.akolkar1@adityabirlacapital.com

We wish you the very best for your future with us. Please do sign a copy of this letter and add the date as a token of your acceptance.

Sujatha Sudheendra
Head - Human Resources

Director

S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Aditya Birla Finance Limited

One World Center, Tower 1-C, 18th Floor, B47, Jupiter Mill Compound,
Senapati Bapat Marg, Elphinstone Road, Mumbai-400 013
+91 22 4356 7100 | F: +91 22 4356 7204 | Toll free number 1800 270 7000
care@adityabirlacapital.com | <https://obf.adityabirlacapital.com>

Registered Office:
Indian Bayes Compound, W-12,
Trident, 3rd Floor,
Old, Shivajinagar, Pune - 411 004



Annexure "A"			
	Per MONTH	Per ANNUM	Remarks
Salary		1,75,000	
Basic Salary	14,583	1,75,000	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		2,07,483	
Leave Travel Allowance		6,000	This covers reimbursement for travel on leave within India. It is governed by the IT Act where one can take tax exemptions twice in a block of four years.
Education Allowance	200	2,400	This is paid on a monthly basis.
Special Allowance	15,190	1,82,283	This is paid on a monthly basis. This does not have any link to retirement benefits or any other element of compensation.
Statutory Bonus	1,400	16,800	Paid monthly in lieu of Statutory Bonus as per the Provision of Bonus Act, 1965.
Guaranteed Cash		3,83,083	
Retirement Benefits		29,176	
Employer's Contribution to Provident Fund (12% of Basic)	1,800	21,600	The employer contributes to the extent of 12% of basic salary.
Gratuity (15 days Basic)	701	8,415	This is governed by the Payment of Gratuity Act.
Fixed Compensation w/o housing		4,12,500	
Housing		87,500	
HRA	7,292	87,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		5,00,000	
Benefits/ Perks not Valued			
Mobile Phone		Yes	Rental and official calls (For VIL subscriptions only).
Hospitalization Insurance		Yes	As per company's GMC policy - Sum Insured is Rs 1.5 Lacs p.a. for self and dependents. This is a Co-Pay policy
Accident Insurance		Yes	As per company's GPA policy. This is borne by the company.
Term Insurance (Su-Nischint)		Yes	As per term plan (Su-Nischint policy) - Yearly Master Basic + Yearly Master Special Allowance * 3 (Minimum "6" Lakhs & Maximum 25 Lakhs)
Notes: - Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws. - Sales Incentive Plan (SIP): You will also be eligible for a target incentive earning opportunity as per the entitlement of your channel and your performance.			


Director
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



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Date: 7th November, 2023

Letter of Offer

Dear Anjali Choudhary,

Further to our discussion date 6th November, 2023, we are pleased to offer you the position of **Associate** in our Firm. Please refer to the attached Annexure-1 for your salary structure and an explanation of its components.

On joining, you will be subject to the employee policies and practices of **Ahuja Valecha & Associates LLP**. A summary of the present policies is included as Annexure-2 to this offer letter for your reference. Also refer Annexure-3 for the list of documents to be submitted at the time of your joining.

You are required to join duties on or before **20th November, 2023** at our Pune office for this offer to be valid. Failure to which offer shall deemed to be null & void.

Kindly report at the following address at 10:00 AM on your date of joining –

Ahuja Valecha & Associates LLP
Chartered Accountants
Meera Madhav, Plot No 38
Sainik Vihar, Cloud 9 Estate,
Off NIBM Road | Pune 411060

AVA holds the right to defer or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

We look forward to your joining AVA at the earliest and wish you a successful career with us.

Thanking you,

Sincerely,
For Ahuja Valecha & Associates LLP

Shachi Mathur
HR Dept.


Director

S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegon (Ok.), Pune - 411 041





Suprit Dabade

TERMS AND CONDITIONS

- Your salary has been fixed at Rs. 25,000.00 per month. You will be on probation for 6 months. Based on your performance, your salary will be increased to Rs. 27,500/- per month + incentives. There will be no freelancing on your part while you are employed in our organisation. Your services are liable to be terminated without any notice in the event of your doing so or in case of unsatisfactory performance.
- Salary shall be paid for the current month on the 10th of the subsequent month. If the 10th is a Sunday, salary will then be paid on the 11th of the subsequent month.
- Calculation of monthly salary will be up to 27th of every month. Thus, on 10th May, you will get salary for the period 27th March to 27th April. On 10th December you will get salary for the period 28th April to 27th May, 2023 and so on.
- While on ITPA premises or when interacting with clients or suppliers, please remember you are a professional at work. As such, your conduct and department with them should befit your status. To ensure smooth conduct of work and business, please remember to keep your interactions with your colleagues - both senior and junior - proper and respectful at all times.
- By dint of being employee of ITPA, you will always be directly or indirectly party to strategic policy decisions and privy to confidential business information. Please remember to exercise utmost restraint about all internal matters when talking to outsiders, whether they are friends or family. Information divulged may lead to loss of business to competition. If it is found that your carelessness with internal information has led to an unfavourable or uncomfortable situation for ITPA, it can result in your immediate dismissal.
- Client entertainment, for business or personal reasons, is not allowed under any circumstance. If such a need arises, please discuss the solution with the person you are reporting to.
- You will be required to give 30 days notice in the event of your leaving the organisation during any point of your employment. You will be paid for all the days that you have attended work. If you do not give the required notice, the same shall be deducted in lieu of notice at the time of final settlement.
- There will be a 30 minute lunch break at around 1.30pm. There shall also be two tea breaks one around 10.30 am and the other at 4pm. Tea shall be provided free by ITPA during these breaks. Please ensure that these breaks do not extend beyond the allowable period.
- If you need to leave the office premises for personal work during office hours, you can do so only with the prior permission of the person you are reporting to. Please keep personal incoming and outgoing telephone calls on mobiles/ landlines to the minimum and restricted to the breaks. We do not encourage smoking and thus, cigarette breaks, if any, should be avoided. Also, please note, communal refreshment/ tea/ smoking breaks during work hours are not allowed. In case you are free during certain periods in your work day, please do not leave office premises or disturb colleagues who are working.
- Reporting time on all days is 10.00 am with a grace period of 15 mins. For every 4 days of entering office later than 10.15 am, you will lose one day's salary. Also, if you enter office at 11 o'clock or after, it shall be marked as half day in the attendance records. If for any reason, whatsoever, your work timings change, your salary shall be reviewed at that point. Please note - working late in the office is not acceptable as a reason for coming late the following day. However, special considerations can be made in certain cases, but only against prior permission.


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Business beyond boundaries



- Work day ends at 7.00 pm on all days. However, please note that you are part of a very competitive service industry. Leave only after you ensure that all your work for the day, as per schedules set by your senior, is complete in all respects. Deadline commitments pertaining to deliverables are sacrosanct, and you must work to ensure that these deadlines are met at all times.
- The Internet and other computer & IT facilities in the office are open to all. But, they can only be used for official purposes. Surfing the net, sending mails or printing documents for personal use are not allowed.
- Also, after you have finished work for the day, please leave at the earliest. Your dalliance in the office to interact with colleagues still working is a disturbance and distraction that has to be avoided.
- There shall be no advance against your salary.
- If, for any reason, your address/ contact details change during the course of your employment, please furnish the changed details immediately to the person you are reporting to.
- Periodic appraisals will be conducted on the basis of both your work performance, as well as your track record vis-a-vis against all the terms and conditions laid down in this document.
- Being subject to periodic review, all above terms are liable to change and you shall be notified accordingly.

TERMS & CONDITIONS FOR LEAVE

1) Casual Leave (CL) – 3 days per financial year:

- You are eligible for casual leave only after completion of probation period of 6 months after joining.
- Casual leaves are 'paid' leaves of absence, which can be taken without prior intimation/ permission.
- Casual leave can only be taken for a single day which falls between 2 working days. This leave cannot be taken together or clubbed with any weekly off/s or public holiday/s. (e.g. If you are absent from work on a Thursday, but have been present on the preceding Wednesday and the following Friday, you can claim casual leave for Thursday. But, if this leave is taken on a Friday which precedes a 2nd/ 4th Saturday, or on a Monday which follows a Sunday, or on Tuesday 14th of August which is followed by a public holiday on Wednesday 15th of August, this leave will be deductible from your salary).
- More than 1 casual leave cannot be combined together at any time.
- All 3 casual leaves have to be utilized within every financial year - by 31st March of every year. If, for whatever reason, they remain unutilized, the balance casual leave will be treated as 'lapsed' as on 1st April of every year.
- Casual leave is not encashable under any circumstances.

2) Privileged Leave (PL) – 12 days per financial year @ 1 day per month:

- You are eligible for privileged leave only after completion of probation period of 6 months after joining.
- Privileged leaves are 'paid' leaves of absence, which can only be taken after having earned them in previous months, and after prior intimation and permission from Arnab Banerjee.
- For all salary computations, privileged leave will be calculated as 1 per month for every month after completion of probation period.

Arnab Banerjee
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaoon (B), Pune - 411 001



- After completion of probation period, you can avail all your accumulated unutilized privileged leave collectively together, calculating on the basis of 1 privileged leave per month (e.g. if you have completed 5 months after probation period, and you have not availed any of your privileged leaves, you can take up to 5 privileged leaves all together).
- Any unutilized privileged leave can be accumulated and collectively carried forward into the next financial year, but only up to a maximum of 2 months from the end of the previous financial year (e.g. if, as on 31st March 2024, you have completed 7 months in the organization after completing probation, and have only used up 2 out of the 7 privileged leaves that you are entitled to, you can still consume the balance 5 days of your privileged leave by 31st May 2024). After 31st May, all accumulated privileged leave, still unutilized for whatever reason, from the previous financial year will automatically lapse.
- In all cases, when you add privileged leave immediately before and after any weekly off/s or public holiday/s, the entire period - including the weekly off/s or public holiday/s that come in between - shall be considered as privileged leave (e.g. all 4 days will be considered as privileged leave, when you take leave on a Friday and Monday, just before and after the weekly offs on a 2nd Saturday and Sunday; similarly, all 3 days will be considered as privileged leave when you take leave on Tuesday 25th January and Thursday 27th January, just before and after the public holiday on Wednesday 26th January). In all such cases, this extra period of privileged leave shall be adjusted against your accumulated unutilized privilege leave or, when such balance of privileged leave is insufficient, deducted from your monthly salary.
- If you are absent on a working day that comes immediately after a public holiday and just before the weekly off/s, or on a working day that comes immediately after the weekly off/s and just before a public holiday, then the entire period shall be considered as PLs, depending on permissions and accumulated unutilized leave balance (e.g. if Thursday, 15th August is a public holiday and Saturday 17th August is a 2nd Saturday, un sanctioned leave on Friday, 16th August would result in all 4 days - including Sunday, 18th August - being considered as PLs) . Such leave will then be adjusted against your accumulated unutilized leave balance or, when such balance of leave is insufficient, deducted from your salary.
- When 2 or more persons apply for PL for the same dates, permission will be at the discretion of the management and on first-cum-first-served basis.
- Sudden, unforeseen leave of absence on medical grounds, for which no prior intimation/ permission is possible, can also be claimed as Privileged leave
- Privileged leave is not encashable under any circumstances.

3) Weekly Off/s - all 2nd and 4th Saturdays & Sundays

- If you are absent on the day before or after the weekly off/s, only that day of absence will be considered as PL, depending on permissions and accumulated unutilized leave balance.
- If you are absent on the day before and after the weekly off/s, then the weekly off/s shall also be considered as PLs, depending on permissions and accumulated unutilized leave balance. These weekly off/s will then be adjusted against your accumulated unutilized leave balance or, when such balance of leave is insufficient, deducted from your salary.


Director

S.K.N. Srinivas School of Business Management
S. No. 10/1, Ambegaon (M.), Pune - 411 041





- If you are on tour or working on any 2nd/ 4th Saturday or public holiday/s, you will receive extra compensation for every such Saturday/ public holiday that you have worked @ monthly salary / 30 x no. of extra days worked
- If you are on tour or working on any Sunday, you are entitled to 1 extra holiday on any day as 'compensatory off', after prior approval from the organisation. Under no circumstances will there be cash compensation for any 'working' Sunday. All such 'compensatory offs' need to be availed any time before end of the next calendar month following the month in which the Sunday has been a working day (e.g. if you have worked on any Sunday in September, you will have to use up your compensatory off by October end).

4) Public holidays

- 1st January, 26th January, Holi, Gudi Padwa , 1st May, 15th August, Ganapati Visarjan, 2nd October and Dassera
- Special 1 day 'religious' holidays for Ambedkar Jayanti, Ramzan Id, Christmas, Pateti, Guru Nanak Jayanti etc. can be availed of only by employees from the concerned communities, and after prior intimation/ permission from management
- Diwali holidays - block closure which will be announced every year - number of days will depend on projected work load, order bookings and customer holidays.
- If you are absent on the day before or after the public holiday/s, only that day of absence will be considered as PL, depending on permissions and accumulated unutilized leave balance.
- If you are absent on the day before and after the public holiday/s, then the public holiday/s shall also be considered as PL, depending on permissions and accumulated unutilized leave balance. In such cases, the public holiday/s will then be adjusted against your accumulated unutilized leave balance or, when such balance of leave is insufficient, deducted from your salary.
- If you are on tour or working on any public holiday, you will receive extra compensation for every such public holiday that you have worked @ monthly salary/ 30 x no. of extra days worked.

All leave packages specified here are applicable only on confirmation of employment, after completion of 6 months of probation period. During initial 6 months of probation, apart from weekly offs and public holidays, no leave will be allowed for any reason whatsoever. Any leave taken will be deductible from your salary.

A serious view will be taken of any unsanctioned 'leave' by any employee. Such 'leaves' will be deducted from your monthly salary, and may lead to termination of service.

Also, these terms & conditions are subject to changes and modifications without notice, at the discretion of the management.

I accept the above terms and conditions and declare that all details furnished by me in the course of my interview and in my bio-data are true and accurate to the best of my knowledge.

Name & Signature

Place: Pune

Date:


Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegon (Bk.), Pune - 411 061



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Technoclean (India) Pvt. Ltd.

(A CLEANINDIA GROUP COMPANY)

(An ISO 9001:2015 Certified Company)

217, 2nd Floor, Hind Service Industries, Near Shivaji Park Sea Face, Dardar (W),
Mumbai - 400 028 Tel : +91 22 49101100/1111 Website : www.cleanindiagroup.com

Date: 15/June/2023

To,
Ms. Tanaya Narendra Dakare,

Subject: Letter of Offer

Dear Ms. Tanaya,

With reference to your application and subsequent interviews you had with us, the management is pleased to offer you the position of "Jr. Executive-HR" at our Pune office

Your date of joining will be on 19th June 2023 (Monday).

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

Kindly acknowledge duplicate of this offer letter as a token of your acceptance of our offer.

Best wishes and looking forward to a happy and mutually beneficial association.

Thanking you,

Yours faithfully,

For Technoclean India Pvt. Ltd.

Authorized Signatory



Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Dk.), Pune - 411 041

I have accepted the offer letter.

Tanaya Narendra Dakare





Corporate Office
1001, 10/1, Ambegaon (Sk.), Pune - 411 047
Corporate Office
1001, 10/1, Ambegaon (Sk.), Pune - 411 047
Corporate Office
1001, 10/1, Ambegaon (Sk.), Pune - 411 047
Corporate Office
1001, 10/1, Ambegaon (Sk.), Pune - 411 047
Corporate Office
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Corporate Office
1001, 10/1, Ambegaon (Sk.), Pune - 411 047
Corporate Office
1001, 10/1, Ambegaon (Sk.), Pune - 411 047
Corporate Office
1001, 10/1, Ambegaon (Sk.), Pune - 411 047

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Offer Letter

Dec 10, 2022

Mr. Dinesh Dandage

Sub: Offer Letter for the Post of Executive - Business Development.

Dear Dinesh,

We are pleased to offer you employment at CIAN Healthcare Limited. We feel that your skills and background will be valuable assets to our team.

As per our discussion, your position will be Executive - Business Development, your starting date would be on or before 14th December 2022.

The all-inclusive payable to you will be Rupees Four lakh Eleven Thousand Nine Hundred and Seventy-three only (INR- 4,11,973/-) per annum. Please go through detailed breakdown under Annexure I.

At the time of joining, you have to signed agreement with company based terms of Employment.

You are advised to submit following documents and carry original documents for verification at the time of joining:

1. Two passport size photographs.
2. Photocopies of ALL the Educational qualifications.
3. Photocopy of PAN card.
4. Photocopy of Aadhaar card.
5. Age Proof - Date of Birth.
6. Permanent Address Proof.

Kindly send the acknowledge of this offer letter.
CIAN welcomes you onboard and are looking forward to working with you.

For Cian Healthcare Ltd.

Authorized Signatory


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Sk.), Pune - 411 047



Annexure-I

Salary Heads	Amount/Month	Amount/Annum
Basic (DA)	35,700	427,400
HRA	7,000	84,000
Convey Allow	7,000	84,000
Other Allowance	1,000	12,000
(A) Gross Pay	50,700	611,400
PF	200	2,500
(B) Deduction	200	2,500
(A) - (B) Net	50,500	608,900
Payment in Hand	30,000	359,900
Insurance	1,000	12,000
Gratuity (4.81% of basic)	731	8,773
Retention Bonus	2,000	24,000
Mobile	300	3,600
CTC/Month/Annum	84,331	1011,973

Wal
Director

S. K. N. Sinhgad School of Business Management
S. No. 107A, Avaslajon (B), Pune - 411 007

Dandage



Dinesh Dandage



November 16, 2021

HRD/3T/1002478824/21-22

Mr. Anil Dani
T-10, Tuljabhavani Complex
340, Yadogopal Peth
Satara-415000
India

Ph: +91-7767887240

Dear Anil,

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

Certification signed by Richard Lobo
Richard.Lobo@infosys.com
Digitally signed by Richard Lobo
Date: 2021.11.16 15:08:11 IST
Reason: Digital Signature
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
rlobo@infosys.com
www.infosys.com


Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



November 16, 2021

HRD/1002478824/21-22

Mr. Anil Dani
T-10, Tuljabhavani Complex
340, Yadogopal Peth
Satara-415000
India

Ph: +91-7767887240

Dear Anil,

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:

Joining

Your scheduled date of employment with us will be **06-Dec-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. 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, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)			
NAME	Mr. Anil Dani		
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	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	Nil
Monthly Instalments: 12			
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 amount will be determined in strict accordance with the provisions of the Payment of Gratuity Act			

Company Confidential - This communication is confidential between you and Infosys Limited

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



WELCOME TO WIPRO

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29 March, 2022

Dear Ritika Desai,

Welcome to Wipro Limited and congratulations on your appointment as **ADMINISTRATOR**.

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are elucidated in detail in the Appointment Letter. Please go through and confirm your acceptance by selecting "Submit" on the offer form.

We have an introductory session on your day of joining, which will provide you with a brief overview of Wipro, its policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart and our way of life - the Spirit of Wipro.

In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you intend to accomplish with your new responsibilities.

We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. Looking forward to a long-term relationship and wishing you all the success at Wipro.

Signed by Ritika Desai | Desairitika11@gmail.com | 30-03-2022 08:25:48 AM IST | 152.57.240.17

Best regards,
For Wipro Limited.

Vishwas

Vishwas Desai

Vat
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





Registration Certificate
Government of Maharashtra
Food And Drug Administration
Food Safety and Standards Authority of India
Registration Certificate under FSS Act, 2006



/ Registration Number: 21523032000282



- | | |
|--|--|
| 1. Name and permanent address of Food Business Operator (FBO) | ARIHANT FOOD INDUSTRIES
PLOT NO A-18 , Nimblak , Ahmednagar
Taluka, Ahmadnagar, Maharashtra-414111 |
| 2. Address of location where food business is to be conducted / premises | PLOT NO A-18, Nimblak, Ahmednagar
Taluka, Ahmadnagar, Maharashtra -
414111 |
| 3. Kind of Business | General Manufacturing |
| 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 / Ahmadnagar

Registering Authority

Issued On / 05-03-2023 (New Registration)

Valid Upto: 04-03-2028 (For details, refer Annexure)

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.

(Signature)
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 043



Product Annexure



Registration Certificate
Government of Maharashtra
Food And Drug Administration
Food Safety and Standards Authority of India
Registration Certificate under FSS Act, 2006



/ Registration Number: **21523032000282**
 Detail(s) of Food Item

[Note: Only standardised food products are allowed to be manufactured as per the list available on FoSCoS.]

Manufacturer Unit				
Sl.No.	Food Category	Sub-Food Category	Product	Kind of Business
1	06 - Cereals and cereal products, derived from cereal grains, from roots and tubers, pulses, legumes and pith or soft core of palm tree, excluding bakery wares of food category 7.0	06.2 - Flours and starches (including soybean powder)	Atta [06.2.1]	Manufacturer

hal.
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





Validation And Renewal Annexure

Registration Certificate
Government of Maharashtra
Food And Drug Administration
Food Safety and Standards Authority of India
Registration Certificate under FSS Act, 2006



/ Registration Number: 21523032000282

Validity From	Validity Upto	Issued On	Fee Paid	Type
05-03-2023	04-03-2028	05-03-2023	500 INR	New

Suspension History

S.No	History	Date
	N/A	

Current Status of Registration: Registration Certificate issued

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.




(Handwritten Signature)
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambhagan (Bk.), Pune - 411 011



Registration ID Card

Registration ID Card

	<p>Registration ID: 21523032000282</p> <p>Valid Upto: 04-03-2028</p> <p>Name: ARIHANT FOOD INDUSTRIES</p> <p>Address: PLOT NO A-18, Nimblak, Ahmednagar Taluka, Ahmadnagar, Maharashtra - 414111</p> <p>KOB: General Manufacturing</p> <p>Govt ID Card: N/A</p>	 
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Issuing Authority: Ahmadnagar

Issued On: 05-03-2023

[Disclaimer: This Registration ID card is issued only for the provisions laid down under Food Safety and Standards Act, 2006 and hence, shall not be used for any other purpose.]



Handwritten signature
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



SERVICE AGREEMENT

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This SERVICE AGREEMENT (Hereinafter, the "Agreement") is entered into on this _____ (Date).

BY AND BETWEEN

L-Cube Innovative Solutions Private Limited, a private limited company incorporated under the Companies Act, 1956, having its registered office at #1148, 1 Block, 6th Avenue, Anna Nagar West, Chennai - 600040 (hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

AND

_____ son/daughter/wife of _____ aged ____ years and residing at _____ with Aadhar No. _____ (hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

WHEREAS, the parties hereto desire to enter into this Service Agreement to define and set forth the terms and conditions of the employment as per the employment agreement;


Director

S.K.M. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Sk), Pune - 411 004



This agreement fact and reasons were very clearly explained to the employee _____ and he/she wholeheartedly appreciated the logic behind this requirement. After a series of discussions about their need to serve with company for further a minimum period of 2 years, employee _____ agreed wholeheartedly by their own volition for working at least 2 years in Company. Consequent to this amicable understanding, the Employee and the Company have come to a mutually dependent agreement wherein the employee will serve with the Company for at least 2 years.

1. Upon execution of this Agreement, the employee would be posted as the _____ of the Company. This service agreement shall be valid on successful completion of your probation period and in addition the employment agreement laid out with all the other details in relation to the employment conditions.
2. During the term period of this Agreement, the Company may change the employee's above mentioned post (or position) or location based on the Company's production, operation or working requirements or according to the employee's working capacities and performance, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the employee's responsibilities without any change to employee's post (or position).
3. It is understood and agreed that the first 180 days (six months) of employment shall constitute a probationary period ("**Probationary Period**") during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.
4. After the end of the Probationary Period, the Employer may decide to extend the probation or confirm the Employment of the Employee, in its sole discretion.
5. After the end of the Probationary Period, this Agreement may be terminated in accordance with Clause 12 of this Agreement.
6. The Company agrees to Employ, and the Employee agrees to work with the required professional skills, technical capabilities resources for the Company for a minimum term of 2 years (24 months) including the Probation Period.
7. The Company will continue to assess employee's performance periodically as per its Performance Management System and effect the salary revision as deemed fit during the company's annual pay revision cycle.
8. The Employee, through this agreement, affirms that he will not seek any alternative employment for a minimum period of Two Years from (Joining Date) and shall be partnering the Company's growth plan with diligence and contributions to the best of his abilities as a full-time employee of the Company.
9. That the said Employee shall not, during the period of this agreement, work directly or indirectly or part-time in any trade or business either as employee or employer or partner or advisor or in any other capacity without written approval from the Management.
10. In case the Employer terminates the employment without just cause, in which case the Employer shall provide the Employee with advance notice of termination or compensation in lieu of notice equal to 3 month(s).
11. The Employee may terminate his employment at any time after completion of total period of 2 years (**24 months**) by providing the Employer with at least 3-month(s) advance notice of his intention to resign.
12. However, till/ before the completion of total period of 2 years (24 months), if the Employee wish to terminate the employment or wish to resign, the Employee is bound to pay **Rs.75,000/- (Rupees Seventy-five thousand Only)** towards the liquidation damage & the breach of employment agreement, failing to do so will invoke legal liability towards the employee. The Employee may terminate on the last

2

 Director

S.K.N. Sinhgad School of Business Management
 S: No. 10/3, Ambekar Nagar (S.I.), Pune - 411 001



day of the month in which the date of the Employee's death occurs; or the date on which the Company gives notice to the Employee if such termination is for Cause or Disability.

For purposes of this Agreement, "Cause" means the reasons for which Company can relieve/terminate the employee without any payment during the period of **2 years (24 months)** are Employee's

- a) Non-performance, any act subversive of discipline.
- b) Insubordination or disobedience, theft, fraud, dishonesty
- c) Any act of moral turpitude
- d) Sexual harassment and misconduct
- e) Court conviction
- f) Gross misconduct resulting in material damage to the company
- g) Willful damage or loss of Employer's property
- h) Bribery and habitual lateness or absence
- i) False information about Educational/Professional Qualifications and or suppression of past employment in any company or submission of fraudulent documents relating to age, employment service, salary/annual remuneration packages, and
- j) or any other willful and material breach of this Agreement.

13. That in the event of any dispute or difference arising between parties hereto either during the subsistence of this agreement or afterward relating to this agreement, the same shall be referred to the Arbitration of Corporate HR/ Admin Head of the Company whose decision shall be final and binding on the parties. The provisions of the Indian Arbitration Act, 1940 or any statutory modification or re-enactment thereof for the time being in force shall be applicable. Chennai courts alone will have exclusive jurisdiction in all matters connected with this agreement.

14. Employee will be automatically enrolled in **National Skill Registry (NSR)**

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

(Employee)

(The Employer)

Name: Pooja Deshmukh.

Designation: _____

Represented By: L-Cube Innovative Solutions Pvt. Ltd.



Employee Photo Duly Cross-Signed

Witness Photo Duly Cross-Signed

Name:
AADHAR #


Director

S.K.M. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 007



SINHGAD TECHNICAL EDUCATION SOCIETY

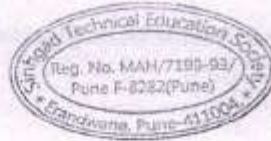
(Regd.No.MAH/7199-93/Pune, Off.6-7-93 & F-8282/Pune dt.12-8-93)
44/1, Vadgaon (Budruk) Off Sinhgad Road, Pune - 411 041

Order of Appointment

STES/2023-2024/2651

02/11/2023

Ms. Amruta Rajesh Dhande
Gopal Nagar, Budnera Road,
Amravati - 444607
Mobile - 8329916511



Sir / Madam,

With reference to your application dated 11.10.2023 and subsequent interview on 01.11.2023 before the Local Selection Committee for the post of Asst. Professor the undersigned is pleased to inform you that you are hereby appointed as Asst. Professor in Sinhgad Institute of Business Administration & Computer Application, Kusgaon (Bk.), Lonavala w.e.f. 03.11.2023 to till end of Academic Year 2023-2024 (i.e. upto 31.05.2024 only).

- i) You will be paid pay in pay band of ₹ N.A., per month in the pay band of ₹ N.A., plus Admissible allowances as per STES Rules.
- ii) You will be paid consolidated salary of ₹ 35,000/- per month.

Your appointment is subject to the following conditions that :

- a) The appointment and pay etc. are approved by the University concerned / Director of Technical Education / Director of Higher Education / Dy. Director of Education as the case may be.
- b) You should acquire the qualifications (Ph.D / M.Phil /M.E. or B.Ed.) as the case may be laid down by the University or State Government within the prescribed period.
- c) There are prescribed number of minimum students for the subject for which you are appointed.
- d) You should submit the originals as well as the true copies of passing certificates, marksheets, experience certificate, discharge / relieving certificate, LP. Certificate and proof of your age before joining.
- e) You should communicate your acceptance within four days from the date of receipt of this Order of Appointment, failing which your Order of Appointment is liable to be cancelled. Two acceptance forms, one for the Secretary, Sinhgad Technical Education Society and the other for the Head of the Institutions are enclosed.
- f) Your service for the next academic year shall be continued subject to your qualifying in the GATE/NET/SET Examination whichever is applicable or Registration of Ph.D. / ME Course and subject to your selection by the selection committee duly constituted as per the rules of concerned University / DTE etc.

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Please note that :

1. Your appointment is on temporary basis for Academic Year 2023-2024 w.e.f. 03.11.2023 to till 31.05.2024 only and you will be automatically relieved on 31.05.2024 at the close of office hours. No separate relieving orders will be required to be issued by this office.
2. Your services will be governed by the rules & regulation of the University concerned, State Government and Sinhgad Technical Education Society issued from time to time.
3. In case of resignation, you will have to give notice of one month or basic pay (i.e. Pay in Pay Band + AGP) of one month in lieu of notice period.
4. Your services are transferable to any other institution of Sinhgad Technical Education Society.
5. You will have to execute an agreement bond on a stamp paper worth Rs. 100/-, to the effect that you will serve Sinhgad Technical Education Society for the period of your appointment in accordance with the service conditions for the employment in the institution. A copy of the agreement is enclosed.
6. You will have to undergo medical examination by the Medical Officer of STE Society, Pune before joining duties. The appointment will be provisional, pending production of medical certificate that you are free from any contagious disease and that you are physically fit for employment on the staff of STE Society's institution.
7. In case you are found irregular and negligent in your duties, your appointment may be terminated without any notice.
8. If you are involved in activities contradictory to law, your appointment may be terminated without any notice.



Yours faithfully,

President / Vice President
Sinhgad Technical Education Society
Pune 411 041

Accepted

Copies: ...

1. Founder Secretary, STE Society, Karve Road, Pune 411 004
2. Director, Sinhgad Institute of Business Administration & Computer Application, Kusgaon (Bk.), Lonavala
3. Campus Director, STE Society, Kusgaon (Bk.), Lonavala
4. Personal File.

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



FITART HEALTH & WELLNESS PRIVATE LIMITED



CIN- U74999MH2018PTC312698

D13 September 2023

Ms. Maithily Dhumne
11, Shivneri Society
Arni Road, Yavatmal

Dear Ms. Dhumne,

We are delighted to extend an offer of employment to you for the position of Pre and Post Sales Associate at FitArt Health and Wellness Pvt. Ltd. We were highly impressed with your qualifications and experience, and we believe that your skills and enthusiasm will be a valuable addition to our team. Your expected start date will be September 20th, 2023.

Job Title: Pre and Post Sales Associate

Here are the terms and conditions of your employment:

- *Probation Period:*** You will be on probation for a period of 10 days starting from your joining date. During this period, you will receive a fuel allowance of INR 1000 to assist with your commuting expenses.
- *Salary:*** After successful completion of the probation period, you will be entitled to a monthly salary of INR 17,000 for the next three months.
- *Salary Review:*** Following the initial three months, your performance and contributions to the company will be assessed. Based on your performance, we will consider revising your salary accordingly.
- *Benefits:*** As a valued member of our team, you will be eligible for any employee benefits that are applicable to your position and in accordance with the company's policies.


Director

S.K.N. Sinha School of Business Management
S. No. 10/1, Ambegaon (B.), Pune - 411 004
@fitart.thefitnessapp



Plot no. 200, Dharampeth Towers, WMC Road, Dharampeth, Nagpur-440010
9970205715

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FITART HEALTH & WELLNESS PRIVATE LIMITED



CIN- U74999MH2018PTC312698

Please confirm your acceptance of this offer by signing and returning a copy of this letter by 15th Sept 2023, indicating your agreement with the terms and conditions outlined herein. If you have any questions or require further clarification, please do not hesitate to reach out to us.

We are excited to have you join our team at FitArt Health and Wellness Pvt. Ltd. and look forward to working with you to achieve our mutual goals.

Warm regards,

Adwait Yamsanwar
Rutwik Joshi
Director
FitArt Health & Wellness Pvt Ltd

Director
S.K.N, Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 047



@fitart_the.fitness.app



OFFER LETTER

To,

SHUBHAM DUBE

Junnar,

Contact No.: 9172427157

Email ID: shubhdube17@gmail.com

Date: 1st April 2021

Dear Shubham,

On Behalf of TROCKO LOGI PRIVATE LIMITED, we are delighted to offer you the Position of "Station Manager MHJD (Junnar)" RoMH, Pune, West Zone. Your compensation is divided into two parts Fixed : Variable. Fixed Annual CTC Rupees 204,000/- and Monthly CTC has been Rupees 17000/- As per Annexure I. You will be joining the organization on before dated 1st Nov 2020.

- A) You will be on Training Period for the **3 Months** From the date of offer acceptance or longer at the sole discretion of the company. During this period your service can be terminated by either you or the company given the other "**7 days**" notice in writing.
- B) While in service of the company, you shall not enter the employment of or act as an advisor or consultant to any other person, Firm or company or be interested directly or indirectly in any business or concern whatsoever. You Shall devote your whole time, energy and ability to the service of the company.
- C) You shall not disclose your compensation details, either directly ort indirectly to any other employee of the company, as the same will have to be treated in strict confidence. You shall not directly or indirectly, endeavor to access the compensation details of any other employee of the company.
- D) You shall also not join any competitors of the company for a minimum period "**2 Years**" after severance of service and after being relieved by the company.
- E) This appointment is subject to you being medically, Physically and mentally being fit. The continuous in your employment will also subject to your remaining fit.

Wat
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



TROCKO

- F) If you are at any time guilty of misconduct, commit any breach of this agreement, or refuse or willful neglect to perform to the satisfaction of the company, the company may at once, without any previous notice terminated your appointment.
- G) The validity of this offer letter is subjected to the background check and document check conducted by the company, in case there are any false/Incorrect/ discrepancy found in these checks/documents then the company has right to revoke the offer made to terminate the employment without any notice or payment of Salary.
- H) Post the training period employees has to give "1 Month" Notice or payment of "1 Month" Salary in lieu thereof unless expressly permitted in writing to pay for any shortfall in the notice period.
- I) Any leaves taken during the notice period will be treated as a loss of pay (LOP). If the notice period is not served partially or in full, then the company will recover the cost in lieu of number of days not served from the salary and/or reimbursement (Both included) from the employee. Also relieving documents in this case will be withheld until recovery is made in such cases.
- J) The IT and PT Deduction as per the Income Tax slab and professional tax slab. PF & ESIC Contribution as applicable will be deducted.

We take pleasure in welcoming you to Trocko Logi Private Limited for an Exciting and rewarding career ahead.

For Trocko Logi Private Limited



Wai
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Ravish Umare
Manager – HR & Strategy

Employee Acceptance:
I Accept the Employment with the company
under the terms set forth in this letter.

Employee Signature: _____

Name of Employee: _____

Date:

Wol
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





Date: 22 Dec 2022

Dear Gaurav,

We are thrilled to invite you to join Xanadu, a unique and exceptional talent powerhouse created with a mandate to build momentum and act as a business accelerator for ambitious businesses.

Basis our discussions and engagements, we are pleased to invite you aboard as Management Trainee.

A detailed appointment letter will be given to you on your joining. The compensation would consist of two parts-Fixed Pay and Performance Linked Variable Pay which together will be treated as Cost-to-Company (CTC). We have made your compensation structure as friendly as possible.

The detailed compensation structure is attached as "Annexure".

The company is committed, among other key issues, to the enhanced financial well-being and wealth creation for our talent and the same shall always be a critical part of the organisational approach.

Please do mail us back with your acceptance of the offer and proposed date of joining.

Sincerely,

Welcome aboard.

Vikas Chaturvedi
Chief Executive Officer

Director
S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Xanadu Realty Limited
Unit 2A102, Vignette, Rajeev Nagar,
Sangli Road, Off. Arundhati-Karla Road,
Marol, Andheri East, Mumbai - 400058
E: info@xanadurealty.in, M: +91 70430 28888
CIN: U70102MH2008PLC183620



"Annexure A"

Name of the Associate: Gaurav Fegade
Designation: Management Trainee

Components	Per Annum (INR)	Per Month (INR)
Basic	₹ 273,000	₹ 22,750
HRA	₹ 136,500	₹ 11,375
Conveyance Allowance	₹ 19,200	₹ 1,600
Reimbursement*	₹ 141,400	₹ 11,783
Special Allowance	₹ 22,550	₹ 1,879
Employer's Contribution - PF	₹ 21,600	₹ 1,800
Fixed Pay	₹ 614,250	₹ 51,187
Performance Linked Variable Pay	₹ 68,250	
Total CTC	₹ 682,500	

Benefits :

1) Associate will be covered for Mediclaim of 3 lacs for Self & Family (Family will include: spouse, upto 2 kids & either Parents or Parents in law)

Notes:

- 1) *Reimbursement will be taxable for non-submission of relevant documents or in cases of opting out
- 2) Gratuity will be applicable as per The Payment of Gratuity Act 1972
- 3) Performance Linked Variable Pay will be paid out to you basis performance. The business targets basis which this component will be paid out to you shall be communicated to you separately.

Xanadu Realty Limited
 Unit 3A/02, Wileork, Ranaja Plotnam,
 Sag Ring Road, Off Anandhi-Kurta Road,
 Marol, Andheri East, Mumbai - 400058
 Email: @xanadurealty.in | M: +91 7010028895
 CIN: U70102MH2008PLC183420

(Signature)
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 001



SHIRKE®

10.07.2021

Mr. Harshwardhan Subhash Funde
 Planning & Design Dept. H.O. (9)
 Employee No. 15324

Dear Mr. Harshwardhan,

The Management is pleased to inform you that, your services as 'Jr. Engineer - Civil in Grade 'SET-1' & have been confirmed wef. 01.04.2021 and your upward revised salary wef. 01.04.2021, is as under :-

CTC Structure		AmLin Rs.PM.
A. Monthly		
Basic		7,200
HRA		2,160
Personal Pay		8,640
Educational Allowance		200
Medical Reimbursement		800
Total (A) :		19,000
B. Sodexo Copons		
Total (B) :		0
C. Yearly		
Bonus / Ex-Gratia pm.		1,400
Total (C) :		1,400
D. Retirals :		
PF @12% of Basic		864
Gratuity (As Per Law)		346
Total (D) :		1,210
Total A+B+C+D :		21,610

The other terms and conditions of your Appointment Letter & CTC Structure (Annex-I) dated 12.01.2021, remain unchanged.

Please note that, the Management reserves the rights to alter, modify or change the CTC Structure, if required.
 We hope that you will continue to work with the same zeal and vigor.

For B.G. Shirke Construction Technology Pvt.Ltd.


 Prashant Ambulgekar
 Vice President - HR.


 Director
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 001.



09-Jun-2020



Dear Gaikwadkajal Wukand,
B.Tech/B.E., Electronics & Telecommunications
Sinhgad College Of Engg.

Candidate ID – 14354503

In continuation to our discussions, we are pleased to offer you the role of Engineer Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.401,986/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.450,500/-. This includes an annual target incentive of Rs.22,500/- as well as Cognizant's contribution of Rs.19,500/- towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com/cognizant>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,


Suresh Bhatnagar
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:


Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041


S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Cognizant

Annexure A

Name: Geikwadkajal Mukund Designation: Engineer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10325	123,900
2	HRA*	6195	74,340
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7129	85,548
Annual Gross Compensation			353,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			376,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Gratuity			6,000
Annual Total Remuneration			401,991

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident insurance coverage and Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. # **ESI Eligible Wages:** Eligibility to ESI shall be decided by deducting the Advance Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (ABC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any remaining (α) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if active on Cognizant's payroll on the day the incentive is paid.

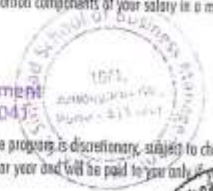
*** **Language Premium:** This allowance is applicable only for Japanese, Chinese, Hindi and English. It will be subject to tax deductions as applicable in India. It will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Regd. Office: 115/535, Old Mahabaleshwar Road, Okhla Theroipakkare, Chennai - 600 097

Handwritten Signature
Director

N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 043



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Cognizant

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com> -> Total Rewards App for more details

Wal
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



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Crompton

Crompton Greaves Consumer Electricals Limited
Registered & Corporate Office: Tower 3, 1st Floor
East Wing, Equinox Business Park, LBS Marg,
Kurla (West), Mumbai 400 070, India
Tel: +91 6167 8499 F: +91 22 6167 8383
W: www.crompton.co.in. CIN: L31900MH2015PLC262254
Date: 21/02/2023

Kumar Gaikwad

House no.64 , near mayur mitra mandal, khadakwasla, sinhgad road, Pune-411024

Dear Kumar,

LETTER OF OFFER

We refer to our discussions with you, and are pleased to offer you a career with Crompton Greaves Consumer Electricals Limited. In terms of the offer details discussed, as under:

Grade: E1
Designation: Trainee-Sales
Location: Pune (PUN)

This offer of employment is conditional upon Favourable References and Background checks, should one be conducted by Crompton, if not already conducted.

The appointment letter incorporating the detailed terms and conditions of employment will be issued to you on the date of your joining. You are requested to please submit all the required documents as detailed in the Annexure to this letter.

Please print a hard copy of this offer letter, sign the same, and submit for our records as a token of your acceptance of this offer. Your date of joining will be on or before 01/06/2023.

Welcome to Crompton Greaves Consumer Electricals Limited! We look forward to you joining us.

Regards and Best Wishes.

Yours faithfully,
for Crompton Greaves Consumer Electricals Limited

Satyajit Mohanty
VP - HR


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Remuneration Statement
 Next review on: 01/04/2024
 Opted for Superannuation: No

	Proposed p.m. (INR)	Proposed p.a. (INR)	Remarks
I. Basic Salary			
Basic	5,701.00	68,412.00	
Cost of Living Allowance	9,300.00	111,600.00	
II. Allowance			
House Rent Allowance	7,501.00	90,008.00	
Education Allowance	800.00	9,600.00	
Special Allowance	14,087.00	169,043.00	
III. Reimbursements			
Leave Travel Concession	500.00	6,000.00	Can be increased by adjusting the same against Special Allowance. Please refer policy for limits
Gross Pay (I + II + III)	37,888.00	454,661.00	Subject to statutory deductions
IV. Other benefits (valued)			
Premium Insurance Scheme	1,257.00	15,079.00	Employee's contribution towards insurance benefits mentioned in section VII
V. Retirals			
Provident Fund (@ 12% of basic + CLA)	1,800.00	21,601.00	Employee's contribution. Employee contribution will be deducted from the gross salary.
Gratuity (as per Gratuity Act)	722.00	8,659.00	Valuation for CTC calculation. Payable only after completion of 5 yrs. of service
Fixed Compensation (I + II + III + IV + V)	41,667.00	500,000.00	Payable on quarterly basis or the frequency as decided by the organization
VI. Incentive @100% Target Achievement	0.00	0.00	
Total Remuneration (I + II + III + IV + V + VI)	41,667.00	500,000.00	
VII. Insurance benefits (non-valued)			
Retention Bonus	100,000.00		Will be paid after successful completion of two years
Group Medical Insurance	22,917.00	275,000.00	As per company's policy
Group Accident Insurance	186,667.00	2,000,000.00	As per company's policy
Group Term Life Insurance	145,833.00	1,750,000.00	As per company's policy

Joining Bonus:

Other important points

- N1. Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.
 N2. Employee's contribution towards social security will be deducted from the gross pay. The amounts mentioned above are employer's contribution.
 N3. Claw-back condition for Joining Bonus: 100% recovery from employee's F&F if separation happens before 12 months; 80% for separation within 24 months.
 N4. Phone Expenses upto Rs. 30,000 P.A. can be claimed as reimbursement against special allowance.
 N5. Retention Bonus will be paid on successful completion of two years


 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





"Producing Revolution"

SWARGATE: OFFICE NO.305/27, 3RD FLOOR,
ADINATH SHOPPING CENTRE, ADINATH SOCIETY,
PUNE-SATARA ROAD, PUNE 411037
MOB:9822360661



Subject: Appointment Letter

Dear **VIVEK KESHAVRAO GAJBHIYE**

Congratulations on your appointment and welcome to SHRADDHA INFOSYSTEMS we would like to confirm your appointment as "Tally Support Executive".

Below are the terms and conditions:

Starting Date:

Your starting date is **21st October, 2022**

Work Timings

Your work timings are from 10:00 AM to 7:00 PM.

Probation Period

You will be on a probation period for the one years from the date of joining. Upon successfully completing the probation period, your employment will become permanent status with SHRADDHA INFOSYSTEMS.

Notice Period Clause

If the employee desire to leave the company, he/she needs to serve the notice period of 2 Month. If an employee leaves without intimation Employer will deduct one month salary.

SHRADDHA INFOSYSTEMS

CEO – MANISH DHALAWAT

Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 047

•SALES •TRAINING •UPGRADE •SUPPORT •IMPLEMENTATION •CUSTOMISATION •SYNCHRONISATION •AMC





Hitech Corporation Ltd.
Unit - D & D Kuruli,
Plot No. 95/1, Kuruli Industrial Area,
Kuruli at Kuruli Village, Tal. Khed, Dist.
Pune - 410501
Email: hr@hitechcorporation.com

HCL/OFFR/067/2023-24

September 25, 2023

Mr. Sahil Gawade
Gawade Wasti,
Waghale, Shirur,
Pune - 412209

Sub: Offer of Appointment as Officer – HR & Administration.

Dear Mr. Gawade,

Welcome to the Hitech family.

With reference to your application and subsequent interview, we are pleased to offer you the position of Officer – HR & Administration.

This offer will remain open till October 03, 2023 for acceptance.

You are requested to submit Soft copies of the following documents at the time of joining:-

1. Date of Birth certificate (School Leaving Certificate etc)
2. Certificate/s of educational qualification (Xerox of Mark Sheet/s)
3. Relieving letter from the last employer.
4. Last pay slip from the last employer.
5. Address Proof (i.e. Adhaar Card / Voter's ID / Driving License / Telephone Bill etc)
6. Copy of PAN Card.
7. Certificate of Merit (If any)
8. Four passport size photographs.

You are requested to confirm the date of joining at the earliest.

You are requested to kindly return a scanned copy by email of this letter duly signed as a token of your acceptance of the same.

Thanking you,

Yours truly,
For HITECH CORPORATION LTD.

PRASAD
SRINIVASACHAR
RAGHAVENDRA
GENERAL MANAGER – HR & IR

Digitally signed by
PRASAD SRINIVASACHAR
RAGHAVENDRA
Date: 2023.09.25 17:25:51
+05'30'

Received & Accepted

Director

S. K. N. Singhad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 041



(Sahil Gawade)

Excellence - Commitment - Integrity - Innovation



Hi Himanshu Gowande

Date: March 25, 2023

Sub: Offer Letter | Cataloging for AJIO

Congratulations! You have been shortlisted for **Cataloging for AJIO** with Awign. You will be informed about the next steps shortly. Meanwhile, please go through the details of the project.

Note: This offer letter does not guarantee in any way that you are selected for this project. You will receive updates on your next step via in-app notification as well as to your registered mobile number and email. The final selection for the project will depend on successful completion and performance in all the steps. You will be able to view your application status in the Awign App/ Website.

Cataloging for AJIO

Roles and responsibilities

- For the allocated pool, you'll have to audit the catalogs.
- You will have access to the client tool, and it will be your responsibility for any violations.
- Catalog information must be corrected in accordance with the guidelines.
- You must complete all styles assigned to you before the deadlines you've been assigned.

Payout structure

- If Monthly Quality = <85%
 - Avg Monthly Quantity = <200, Payout of INR 2
 - Avg Monthly Quantity = 200-300, Payout of INR 3
 - Avg Monthly Quantity = >300, Payout of INR 3
- If Monthly Quality = 85-95%
 - Avg Monthly Quantity = <200, Payout of INR 3.5
 - Avg Monthly Quantity = 200-300, Payout of INR 4.5
 - Avg Monthly Quantity = >300, Payout of INR 4.5
- If Monthly Quality = >95%
 - Avg Monthly Quantity = <200, Payout of INR 4.5
 - Avg Monthly Quantity = 200-300, Payout of INR 6
 - Avg Monthly Quantity = >300, Payout of INR 7
- The QC will be done by the client and account quality will be determined on the minimum sample size of 20 options/month.
- An audit refers to auditing which includes rectification of incorrect entries updated by the seller as per the guideline and submitting it in the client tool, subject to QC approval.
- Any violation of the rules will result in immediate termination and loss of pay.

Fine Structure & Disqualification Criteria

You will be disqualified if you don't:

- Achieve your weekly targets as informed by your manager.
- Submit your leads within the given timeline and or put your leads in the wrong status without informing your manager.
- If you do not capture all the details of the products.

Separation Process

If you wish to discontinue the work, you must give a one-week notice, along with the immediate return of the assets like the reference documents, knowledge/ data compilation and transfer, NOC/ no dues certificate from your supervisor, etc. for closure and salary processing. Failing to do this might result in a penalty or a delay in payment.

General Guidelines

During your employment at Awign, you shall be governed and bound by the terms provided in this LOI and also the terms mentioned under Annexure - A. You may have access to trade secrets belonging to Awign. Upon confirmation of your role in this project, you must keep all of this information strictly confidential and refrain from disclosing it to anyone outside the organization.


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



LETTER of INTENT

79

D
ate - 29
Decemb
er 2022

Pune

Dear ghadge suraj haribhau,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact skartikevagati.panna@hcl.com

Regards,

HCL - Talent Acquisition Team


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





Tech Mahindra Limited
Sharada Centre, Off Karve Road,
Erandwane, Pune - 411 004, India
Tel: +91 - 20 - 5601 8100
Fax: +91 - 20 - 2542 4466
www.techmahindra.com

FileNo:380548/Campus-12/569224

April 23,2020

Mr. Aniket Ghode
Bhekrai nagar
Near Phursungi Jakat Naka,
Pune.

Dear Mr. Aniket,

1. We refer to the discussion you had with us and have pleasure in offering you the role of **"Technical Support Engineer"** at **L1**, on the permanent rolls of our organization effective the date of your reporting for duties on the terms and conditions as specified in this Offer Letter.
2. Effective the date of your reporting for duties, you will be eligible for salary, allowances and other benefits as detailed in **Annexure I** of this Offer Letter.
3. Your attention is specifically drawn to the points listed here in, regarding your emoluments, etc.:
 - (a) Salary reviews and re-fittings will always be subject to the schedules as may be implemented by the Company from time to time. Your performance review and any compensation change, as applicable, will be done only after completion of at least one year in the Organization. Subsequent performance reviews will be aligned to the annual appraisal cycle of the Company.
 - (b) For purpose of contribution to Provident Fund, Gratuity, Superannuation Fund, if any, encashment of leave, notice pay, etc., computations will be on the basis of basic pay.
 - (c) Please note that the salary structure of the Company may be altered / modified at any time without prior notice and your package of remuneration and other terms may accordingly be altered / modified from time to time. Further, salary, allowances and all other payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
 - (d) Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to any one in any manner whatsoever.
4.
 - (a) You will be on probation for 3 months from the date of joining the Company, during which, you will be provided Initial Training. Continuance of your service on the permanent rolls of the Company is subject to your successful completion of the curricular requirements of the training. In case your performance during the training period is observed to be unsatisfactory, your services will be terminated with immediate effect.
 - (b) You are required to sign a service bond with the Company. As per the bond you will be required to successfully complete the initial training and serve the Company for a period of 2 years from the date of your joining, failing which, you will need to pay a sum of Rs.1,00,000/- (Rupees One Lakh) towards damages to the Company . The bond document needs to be attested by one surety from your side.

Uat
Director

S.Y.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Sk.), Pune - 411 043



-4-

9. You are required by the Company rules not to undertake any employment or enter into any other type of association, even on part-time basis whether for any consideration or not. Contravention of this will lead to termination of your services from the Company without any notice, with no liability on part of the Company for payment of any compensation in lieu of such notice. Further, this contravention will be deemed as resignation/voluntary termination, by you, of your services without the required notice having been given.
10. The normal hours of work would be from 0900 hrs to 1830 hrs Monday to Friday inclusive, with a half-hour lunch break. Depending on project contingencies, working hours for specific Associates or groups of Associates may be modified/ altered from time to time. Further, you should be prepared to work on any shift, as may be warranted by the Company's/Client's work requirements. Associates who may be required to work in shifts shall be eligible for allowances detailed in the Company's policy. The Company does not have a provision of overtime payment.
11. You will be governed by the Company's Leave Policy as published from time to time.
12. Associates in India are paid their monthly salary through bank transfer on the last day of the month for which Associates, upon joining, should open a bank account in any of the banks specified by the Company.
13. You will be governed by the Company's rules and regulations (and practices) as enforced from time to time on matters whether specified here in or not, including on matters such as designation, emoluments and the structure thereof, working hours, etc. The Company's decisions on all such matters shall be final and binding on you.
14. You will be required to report for duties at **Pune on May 29, 2020 (Friday)**, failing which this Offer shall stand withdrawn automatically, without any further intimation to you.
15. On the day of joining please report to **Ms. Trupti Dhavle latest by 9.30 A.M, at the following address : Tech Mahindra Ltd., Plot No 01, Rajiv Gandhi Infotech Park, Phase - 3, Hinjewadi, Pune Special Economic Zone, Pune-411057, Maharashtra(India).**
16. You will be required to submit to our HR Department, a set of documents (as per the enclosed checklist), on receipt of the Letter of Intent and subsequently at the time of reporting for duties. Please note that the Company reserves the right not to accept you onto the rolls or after such acceptance, to discharge you from the rolls, in case you do not fulfill the requirements as specified in the checklist.
17. You are requested to note that processing of monthly pay will be subject to submission of the Permanent Account Number (PAN) details to the Company. In case you do not have a Permanent Account Number, please initiate the application process for the same immediately and carry the acknowledgement as issued by the Income Tax authorities with you on the day of joining. A copy of the acknowledgement would need to be submitted by you on the day of joining, for our records.



Director

S.K.N. Sinhgad School of Business Management
S. 40, 10/1, Ambegaon (Bk.), Pune - 411 041



-5-

- 18. If the terms and conditions stated here in are acceptable to you, please return the acceptance copy (attached) to our Vendor **AdvikEnterprises** (Email id:-kuldeepdesh@yahoo.com), duly affixing your full signature on the last page and initials on the remaining pages. Please note that the acceptance copy should reach latest by **May 30 2020** failing which this Offer will stand withdrawn and cancelled automatically, without any further notice to you.
- 19. If you have any query/clarification regarding your offer or joining, please email to campusjoining@techmahindra.com

We welcome you to the Tech Mahindra family and wish you a successful career with us.

for Tech Mahindra Ltd.



P K Sharma
Vice President - Resource Management Group

Encl. : Acceptance Copy
: Checklist

The terms and conditions of this offer are fully acceptable to me. I shall report for duties on

(Signature)

Date :



Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Sk.), Pune - 411 041



STRICTLY PRIVATE AND CONFIDENTIAL

Date: 05-04-2023

Dear Pratiksha Pramod Ghodke,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as "Functional Trainee" at **GB02 Band**.

2. PERIOD OF EMPLOYMENT

2.1 Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **17-04-2023** (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our **Pune - Wakdevadi** office but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

JR & Application No.	: JR00110485 1209993
Full Name	: Pratiksha Pramod Ghodke
Consent Details	: Accepted
Date & Time	: 05-04-2023 07:26:01 PM
Mobile	: 9607391744
IP Address	: 103.94.57.178

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune Ahmednagar Road, Vikas Nagar, Pune-411014, Maharashtra, India
 Registered Office: Mumbai - Pune Road, Akordi, Pune - 411 025, Maharashtra, India

tel: +91 20 30405000
 Fax: +91 20 30405000
 Corporate ID No: 16591001196710042961

www.bajajfinserv.com


 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



15. GENERAL

- 15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.
- 15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.
- 15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.
- 15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.
- 15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

JR & Application No.	: JR00110485 1209993
Full Name	: Pratiksha Pramod Ghodke
Consent Details	: Accepted
Date & Time	: 05-04-2023 07:26:01 PM
Mobile	: 9607391744
IP Address	: 103.94.57.178

Bajaj Finance Limited

Corporate Office- 8th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
 Viman Nagar, Pune 411014, Maharashtra, India
 Registered Office- Mumbai - Pune Road, Akard, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
 Fax: +91 20 30405020
 Corporate ID No:
 059932004998793042961

www.bajajfinserv.com



(Handwritten Signature)
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Sk.), Pune - 411 041



Annexure - A

Detailed Salary Structure

Date : 05-04-2023
Name : Pratiksha Pramod Ghodke
Band : G802

Particulars	Annually	Monthly
Basic	108,000	9,000
House Rent Allowance	54,000	4,500
Special Allowance	100,928	8,411
Statutory Bonus	35,472	2,956
Contributory Provident Fund	21,600	1,800
ESIC	0	0
Fixed Pay	320,000	
Gratuity	5,195	
Indicative Performance Pay#	80,000	
Total Cost to Company	404,175	

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.
* The exact sum of all elements may mismatch up to Rs.10/-, in the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000/- (Rupees Twenty Lakh only)**. Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000/- (Rupees Twenty-five Lakh only)**.
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000/- (Rupees Three Lakh only)** the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

IR & Application No.	: JR00110485 1209993
Full Name	: Pratiksha Pramod Ghodke
Consent Details	: Accepted
Date & Time	: 05-04-2023 07:26:01 PM
Mobile	: 9607391744
P Address	: 103.94.57.178

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Giff Pune Ahmednagar Road, Viman Nagar, Pune-411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405000
Fax: +91 20 30405020
Corporate ID No: 1655102019879100042967

www.bajajfinserv.com

(Signature)
Director

S.K.M. Singhed School of Business Management
S. No. 10/1, Ambegeon (Ek.), Pune - 411 041



Date: Saturday, December 9, 2023

To
Miss. Tanvi Subhash Guru
Plot Number D -26 , Ambegaon (BK) , Near Zolo Valyria, Pune, Pincode – 413517

Dear Tanvi,

On behalf of ASPERA Advisors LLP (the "Company" or "ASPERA"), I am pleased to offer you the position of **Junior Business Analyst- M&A**. This position will report to Ms. Sakshi Jain, Ms. Vibha Joshi (Vice President- Corporate Communication) and works in close coordination with the CEO of the company on various assignments with an anticipated start date of **May 02, 2023**. You will have various responsibilities regarding the Company's activities and businesses, as the management of the Company determines from time to time.

Your Cost to Company will be ₹ 2,40,000/- and will be reviewed periodically. Details will be provided to you upon hire. The remuneration will be paid in the following format:

1. ₹ 1,80,000/- will be paid yearly every month. The salary will be processed between 1st to 10th of every month post completion of the period.
2. ₹ 60,000/- per year will be paid proportionately for the completed months, in 2 parts, first in the month of Diwali & second along with the salary of the month of March as a bonus subject to continuity of the employment.

You will be also eligible for Out-of-pocket expenses such as lodging, boarding and travel (as per the company policies) incurred during performing your duties.

The position is not eligible for overtime pay and can be revoked as deemed necessary by the company management and subject to satisfactory verification of documents and references.

This offer represents a proposed at-will employment arrangement between you and the Company, which means that either you or the Company may terminate your employment at any time, and for any or no reason. It does not guarantee employment for any specified period and is dependent upon your signing agreements satisfactory to the company regarding arbitration of claims and the confidentiality, non-competition and the ownership of proprietary information developed in the course of your employment. If these terms are acceptable, please sign in the space provided below.

This offer of employment will remain open until **May 02, 2023**, unless rescinded or modified earlier.

Please mail or courier your signed copy to the attention of Human Resources at the address on the header or email it to vibha.joshi@asperaadvisors.com.

Very truly yours,

Mrs. Vibha Joshi
Vice President- Corporate Communications

Agreed and Accepted:


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (BK), Pune - 411 041



Signature

Date



Offer date: 25-11-2023

Karan Honakande

Pune

OFFER OF EMPLOYMENT

Dear Karan Honakande,

Based on the meetings you have had with the Senior Management team at bigbasket, we are pleased to extend an offer of employment. The substantive terms of the offer are as follows:

1. You will be designated as "STORE SUPERVISOR" at Grade 7A and will be based out of Pune.
2. Your date of commencement of Employment will be on 21-12-2023.
3. You will be entitled to receive a compensation of (CTC) INR. 375600/-
4. Your fixed salary will be INR.375600/-PA (Breakup as per Annexure A)
5. You will be on probation for 6 months from your date of joining
6. You need to submit the following documents within a week of joining.
 - a) Academic Certificates (all from 10th to Highest)
 - b) Relieving letter from previous employer
 - c) Proof of compensation last drawn (3 Month Salary Slip)
 - d) Four passport size photographs (Recent)
 - e) ID & address proof

Wishing you all the very best for a long and rewarding career at bigbasket.

Yours Sincerely,

For Innovative Retail Concepts Private Limited,

Kumar Saurabh
REGIONAL HR HEAD - PUNE

Director
S.K.M. Singh School of Business Management
S. No. 1Q/1, Ambegaon (Bk.), Pune - 411 041



Innovative Retail Concepts Pvt Ltd
C/O United Metachem Pvt. Ltd. Sr. No 72/76 BFC Road, Near Bharat Forge Ltd. Mundhwa, Pune - 411036.
CIN U74130KA2010PTC052192 www.bigbasket.com

A TATA Enterprise



360 REALTORS LLP.

201A-201C, Global Koye, Got Occurrence, Sector-11
Gurgaon-122002, Haryana | T: +91 1299 222222
E: info@360realtors.com | W: www.360realtors.com

OFFER LETTER

03rd October 2023

Dear Jayesh Hulagball,

Further to our discussion with you, we are pleased to invite you to work with us as **Associate - Sales** on the mutually agreed compensation. Please refer to Annexure-A for your compensation & benefits (shall be read as part and parcel of this offer letter).

Your base location will be our **Pune** office; however, the company shall have the right, at its sole discretion, to transfer at any time, your services to any of its affiliates/associate companies or to post you at any other place in India or international.

Validity of this offer is subject to your joining us on **04th October 2023**.

Please send us your acceptance by **03rd October 2023**. Non acceptance till the stipulated date shall make this offer redundant automatically.

This offer and employment is subject to successful verification of your documents and employment records any time before and after your joining.

We look forward to having you as part of our team!

From 360 Realtors LLP



Unnati Kant

Global Head – Human Resources

Unnati Kant
Director

S.K.N. Shrihgad School of Business Management
S. No. 10/1, Ambegaon (Bk-1), Pune - 411 041



Terms of Employment

For Sales Employees Only

(i) **Performance Incentive**

In the course of your employment, you may be eligible for a variable component in the form of incentive payments made to you in consideration of the successful closure of a transaction involving the lease, purchase and sale of a property. In such an event, the incentive would be paid to you only if you are an existing employee at the time of disbursement and at the time when the brokerage of the said unit has been received from the developer/client.

(ii) **Performance Improvement Plan (PIP) & Performance -Pay**


Organization has performance benchmarks for the sales employees; you will be informed and communicated on your sales targets and performance benchmarks at the time of joining. In case you do not achieve your sales targets and deliver below expectations on performance benchmarks, management reserves the right to activate the "Performance Improvement Plan" (PIP) for a specified period. During PIP period, you will get extra support from your manager to deliver the expected performance benchmarks. During PIP period your entire fixed pay will be automatically converted into "Performance-Pay". You will be entitled to salary only in case of successfully achieving the performance benchmarks. You will have right to accept and decline the PIP, in case of decline, your services will be terminated with immediate effect on account of non-performance and you will be relieved from services without any notice or notice pay in lieu.

1. PROBATION

- A. This arrangement will be under review for an initial probation period of Six (6) months. During this period your performance will be under review and based on your performance, a decision will be made with respect to continuing your services under this Agreement for the aforesaid position. During this period, your services can be terminated by the Company without notice and without citing any reason, if your work is found unsatisfactory or there is any negligence, misconduct or unauthorized absenteeism on your part or non-performance. However, you would be liable to give one month's notice before terminating this Agreement during the Probation Period.
- B. Upon confirmation under Clause 1(A) above, you will become a permanent employee of the Company and continue to be subject to its discipline, instructions, guidelines and rules as prescribed by the Company from time to time.

2. TERMINATION AND SEPARATION

- A. Your services under this arrangement, after the Probation Period, will be terminated:
- i. If either party gives the other party a written notice of termination, for 1 (one) month, in advance, in the manner prescribed herein; or
 - ii. By the Company by giving a notice of immediate termination without cause with payment of remuneration in lieu of notice; or
 - iii. In the event you make yourself absence from your duties without prior permission and authorization (including when you overstay the period of your sanctioned leave) for a continuous period of Five (5) days or more and do not return within this period and show sufficient cause for your absence to the satisfaction of the management, then you will be deemed to have lost lien on your employment which will amount to abandonment of your services on your own accord; or
 - iv. By the Company forthwith and with immediate effect, without any notice or salary in lieu of notice or any other benefits that might have accrued to you, if you shall be guilty of: material breach of this Agreement, any gross default or misconduct on behalf of non-observance of any of the stipulations herein set forth; corrupt practices; violating any intellectual property rights; disclosing of the confidential information of the Company; harassing Company's employees, vendors or customers; undergoing trial, imprisonment or are convicted of a criminal offence; violating any of the non-disclosure, non-compete obligation and non-solicitation obligations; engage in insubordination; moral turpitude; conflict of interest; or When any information or documents or particulars as given by you, in the application


 Director
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegon (Ek.), Pune - 411 043



submitted by you for the appointment or otherwise is found to be false or incorrect at any stage, in case of not meeting the KRAs/performance standards as stated in **Annexure-B** (which shall be read as part and parcel of this offer letter)or

- v. Upon retirement from the service of the establishment/Company after attaining the age of 60 years, unless the management, in its sole discretion, permits you to continue thereafter. For this purpose, your date of birth will be the same as provided by you in the Date of Birth proof submitted at the time of joining.
- vi. In the event of your death or insanity or if you become medically unfit (as per the opinion of the management) during the term of your employment.

B. Upon termination of your employment, you shall forthwith:

- i. Provide details of your future employer (if you have received and accepted any such offer letter) and disclose any possibility of conflict of interest.
- ii. Sign all documents and perform all such acts as may be required by the Company in order to assign and transfer to the Company any asset, property or other rights in your position or under your control belonging to the Company.
- iii. Deliver or assign to the Company, any property / assets, moveable or immovable, are provided to you by the Company during your employment with us, it is specifically agreed by you that all of these will be promptly returned / deposited with the company prior to full & final settlement of your accounts. In the event, you refuse to return such property / assets of the company, for any reason whatsoever, it will be treated as misconduct and violation of the terms of your employment and all benefits to you such as gratuity, bonus, leave encashment, salary dues etc. will be forfeited. Further, without prejudice to the legal rights of the Company to recover such property / assets, you shall also be liable for payment of such damages as assessed by the Company for the unauthorized use / occupation of such property / assets.
- iv. If termination occurs prior to the completion of your duties, co-operate fully with the Company to ensure smooth and complete transitions to another Company advisor, employee or associate as directed in writing by the Company.

C. Upon termination of your employment in accordance with the terms of Agreement, the Company shall forthwith pay to you all arrears of your remuneration up to and including the intended termination date after necessary deductions and adjustment, which, you shall accept in full discharge of all claims whatsoever. You will not be entitled to any incentive, bonuses or sales related scheme after separation. To claim such benefits, you should be a bona fide employee of company at the time of disbursement of incentives, bonuses.

D. At the time of leaving the job you are not allowed to take with you any data, data backup, information, client's/fabricator's/vender's phone numbers/addresses/emails/ agreements etc. If the same is done then it will constitute to Criminal Breach of Trust and be deemed as Criminal Conspiracy against the Company and we shall initiate appropriate legal proceedings including Civil and Criminal proceedings against you, which needless to say shall be at your own cost and peril.

E. You agree that in the event of your leaving the Company and you are not completing the agreed notice period for any reason whatsoever, you shall be liable to pay to the Company compensation/damages and/or reimburse all costs and expenses incurred in or connected with your employment as calculated and described in the following manner:

- (i) **One [1] months'** salary in lieu of not serving the notice period.
- (ii) Any amounts spent by the Company towards reimbursement of committed training costs and expenses incurred by the Company on your training
- (iii) Loss incurred by the company due to unethical practice
- (iv) Any damage or loss of company assets
- (v) Any joining bonus, relocation expenses incurred by company

W.S.
 Director
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 043



- (vi) Any over charged communication/telephone bills
- (vii) Visa and flight cost incurred by company
- (viii) Any amounts spent by the Company towards the cost of recruitment.
- (ix) Any amount of loss that the Company would have to reasonably incur due to your resignation which would include cost of re-recruitment, advertising, travel, loss of man hours, etc.

In case you do not serve the required notice period (unless waived off by your reporting manager), you will not be entitled for:

- (i) Pending salary, profit share, incentive, reimbursements, business expense, variable salary & claims of travel and mobile; and
- (ii) Relieving letter; and
- (iii) Full and final settlement letter; and
- (iv) No dues certificate; and

You and Company agree that the categories as described in this Clause 2(E) and as reasonably established are a genuine, fair, reasonable estimate of the damages or loss and expenses that would accrue to the Company or have been expended by the Company in respect to your engagement with the Company.

I have read understood, and agree to all of the above and hereby accept the offer of employment on the above terms and conditions. I understand that my employment is contingent upon execution of the Non-competition, Confidentiality and Non-Solicitation Agreement and the Agreement to Review and Comply with company's Human Resources Policies. I hereby authorise the company and any vendor assigned by the company to verify and background check the disclosures submitted by me.

Name & Signature

Date



Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





techmihirnaik Group's
ROOMMATE

Bandra, Mumbai

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Subject: Appointment Letter for an internship @ tmn's Roommate

Dear Vaishnavi,

We are pleased to offer you an internship at our company in the **Human Resource Intern** Department at our tmn's Roommate. Your internship shall commence on **01st September 2022** and shall end on **31st October 2022** in a Work From Home Mode. The terms and conditions of our internship with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.
2. You are not eligible for a stipend during the Term.
3. Your timings will be from **10.00 am to 08.00 pm**, Monday to Friday. You will sign a confidentiality agreement with the company before you commence your internship.
4. The internship cannot be construed as an employment or an offer of employment with techmihirnaik Group.
5. You accept all the policies of techmihirnaik Group after signing this offer letter.

Please confirm your acceptance of the terms of this offer by **31st August 2022** failing which, we reserve the right to cancel the internship. We look forward to having you on our team! If you have any questions, please feel free to reach out to us.

Welcome Abroad!

Name-

Date-


Director

Akash Aman
Managing Director,
tmn's Roommate

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (E), Pune - 411 041

Whatsapp- +91 95286 70242
roommate@techmihirnaik.in
roommate.techmihirnaik.in





Date: 16th January, 2023
Ref: PVP/CT / January, 2023

Rotuja Jadhav
Ambegaon
Pune- 411041

Sub: Appointment Letter

Dear Rotuja,

We refer to your application & subsequent interview you had with us. We are pleased to engage you as a "Company Trainee" in our organization, for a period of one year w.e.f. January 25, 2023 to January 24, 2024.

During your traineeship, your Cost to Company will be Rs. 2,75,000/- Following is the breakup of the Cost to Company

	Components	Amount PM (INR)	Amount PA (INR)
A	Basic	15000	150,000
B	HRA	4500	54000
C	Performance Allowance	1617	19,300
	Monthly Gross	21,117	2,53,400
D	Company Provident Fund	1800	21,600
	Cost to Company	22,917	2,75,000

We take pleasure in welcoming you to the family of Piaggio Vehicles Private Limited and look forward to a very happy, fruitful and mutually beneficial long-term association.

As a token of your acceptance to the above details and conditions of service (Annexure B) please sign the duplicate copy of this letter and return the same to the Management.

Thanking you,

Yours truly,
Piaggio Vehicles Pvt. Ltd

(Signature)
Pradip Bansal
Chief Human Resource Officer

PIAGGIO VEHICLES PRIVATE LIMITED
CAN - U3411025M1899PFC112600
Corp. Office - 1st Floor, Sky One Corporate Park, Survey No. 20/2C, Ambegaon Road,
Mumbai Nagar, Pune-411027 Maharashtra - IN. Tel: 020-27770249
Legal Office - P. O. Box, Ambegaon (Bk.), Tal. Chhatrapati, Pune - 411041
Email: hr@piaggio.com

(Signature)
Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





Annexure B

CONDITIONS OF SERVICE

- 1) You shall abide by and observe the rules and regulations as may be applicable to you and such other rules and regulations that are and/or may become applicable to you from time to time.
- 2) Your traineeship being a full time one, you are not permitted to engage yourself elsewhere, for any work either honorary or for remuneration, any part-time job or any trade of business which the Company considers to be detrimental to its interests.
- 3) You shall not at any time without the consent of the Company in writing, disclose, divulge or make public except under legal obligations, any of the policies, processes, accounts, transactions and dealings of the Company where the same may be confided or become known to you in the course of your traineeship or otherwise.
- 4) Your training in the Organization is subject to your being found medical fit. Further, the Company reserves the right to have you medically examined at any time during the period of your traineeship by a Registered Medical Practitioner nominated by the Company and her/his/their opinion shall be final and binding on you. In case you contract any contagious or communicable disease you will inform the Company immediately and take all the required medical treatment and precautions, in your own interest and in the interest of other employees and public in general.
- 5) In the course of your traineeship you will undergo training also in Fire-fighting, First-aid, and safety aspects and observe codes and guidelines framed by the Company in regard thereto from time to time.
- 6) You will be entitled to leave benefits as applicable to the trainees engaged in the establishment.
- 7) After completion of traineeship, your traineeship will be automatically terminated. Your traineeship is liable to be terminated at any time during its period without notice or payment in lieu of notice and without assigning any reason therefore, if your services are no longer required.
- 8) After successful completion of one year training based on assessment of your performance you may be considered for absorption in company's Management Grade, subject to availability of suitable vacancy.
- 9) In case you wish to resign/leave the service of company during training period, you will be required to give two months' notice in writing.
- 10) In event of your resignation / separation within 12 months from your date of joining PVPL, an amount of Rs. 50,000/- (Rupees Fifty Thousand) shall be recovered.

**PIAGGIO VEHICLES PRIVATE LIMITED**

CIN - U51102MH1998PTC113806
 Corp. Office : Ist. Floor, Bk. One Corporate Park, Survey No. 239/02, Airport Road,
 Shivajinagar, Pune - 411022, Maharashtra, India | Tel. (91-20) 67482600
 Regd. Office : 1-2 MIDC Area, Erambad 413 153 Dist.Pune, India | Tel. (91-20) 6742727
 Email : corporate@piaggio.co.in


 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





- 11) This traineeship will not confer any right or entitlement for claiming absorption against any regular vacancies and when it occurs it will be determined on the basis or relative merits of the other eligible applicants also.
- 12) You will be, at any time, required to work in shifts as and when found necessary by the Company.
- 13) You will be responsible for the safe custody and return in good condition and order of all or any of the Company's property/items that may be given to you for use by you during the tenure of your traineeship, such as tools, equipment's, instruments, books, documents, files, uniforms, shoes etc. In case you fail to do so, the Company reserves the right to deduct/recover the monetary value of all or any of such items.
- 14) In case you are in breach of any of the terms of this Appointment Letter including but not limited to negligence and/or mis-conduct on your part, you shall indemnify and keep the Company harmless against all costs, risks, expenses, damages and its consequences suffered or incurred by the Company

I hereby confirm that I accept employment on the terms and conditions set out in this letter of appointment and agree to abide by them.

Name : Rudra Rupendra Jadhav
 Place : Pune
 Date : 17-01-2023
 Signature : [Signature]

[Signature]
 S.K.N. Slnghad School of Business
 S. No. 10/1, Ambegaon

PIAGGIO VEHICLES PRIVATE LIMITED
 CIN: U41102MH1000997C113000
 Corp. Office: 1st Floor, Sky One Corporate Park, Surve, No. 23/60 Airport Road,
 Ambegaon, Pune-411003, Maharashtra, India. Tel: 9120-37442000
 Regd. Office: E-2 MIDC Area, Sakinaka-411007, Dist.Pune, India. Tel: +912020042000
 Email: hr@piaggiovehicles.com



Mr. Saurabh Sudhir Jagdale
Sinhgad Management Institutes
Pune

01-03-2023

SBIL-Gene-11636

Offer Letter: Senior Associate

Dear Saurabh Sudhir Jagdale,

1. We congratulate you on your selection for the position of **Senior Associate** with our organization.
2. You will be on probation for one year. During this period, you will initially undergo structured class-room training. This will be followed by your initial posting in a specific role and location.
3. Your remuneration will be Rs.3,00,000/- (Rupees Three Lakhs only) p.a. on Cost to the Company (CTC) basis. The details of the compensation are given at Annexure I.
4. This offer of employment is subject to your fulfilling the following conditions:
 - ✓ Qualifying Post Graduate Degree / Diploma Program on the day of joining OR Clearing PG Degree/ Diploma in first attempt if the results are awaited. You will have to submit final Degree/ Diploma mark sheets within 15 days of declaration of the results at university / institute concerned, failing which this offer automatically stands withdrawn.
 - ✓ Submitting, in original, certificates of academic qualifications, age and other testimonials;
5. During the probation period, your performance will be assessed continually. On satisfactory completion of probation, your services in the Company will be confirmed.



Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





Apne liye. Apno ke liye.

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6. Please arrange to return the duplicate copy of this letter, duly signed by you, in token of acceptance of the offer. Please also forward photocopies of your proof of age, educational certificates, other testimonials and 3 color passport sized photographs, along with the acceptance letter.

7. For clarifications, please feel free to contact Hemlata Ghadigaonkar at 022 6628 3163 or e-mail at hemlata.ghadigaonkar@sbilife.co.in.

8. In case of your resignation or termination from the services of SBI Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of variable pay / incentive and the quantum of such incentive to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

9. The normal age of superannuation shall be 60 years.

Yours faithfully,

Madhura Banerjee
Vice President - HR

I, Saurabh Sudhir Jagdale, accept the above offer as Senior Associate in SBI Life Insurance Company Limited.

Signature:

Date:

Director

S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegaon (Rk.), Pune - 411 041





Apne liye. Apno ke liye.

Salary Sheet	
Name	Saurabh Sudhir Jagdale
Designation	Senior Associate

Salary Component	Amt per month (Rs)	Amt per annum (Rs)	Remarks
Basic Salary	10,000	1,20,000	40% of Fixed Compensation
House Rent Allowance	5,000	60,000	50% of Basic Salary
Special Allowance	8,319	99,831	
Total Monthly Salary (A)	23,319	2,79,831	
Retiral Benefits			
PF	1,200	14,400	Company's contribution to PF @ 12% of Basic Salary
Gratuity	481	5,769	You will be entitled to gratuity as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company.
Total Retiral (B)	1,681	20,169	
Fixed Compensation (A+B)	25,000	300,000	

In addition you are eligible for:

1. Mediciam Coverage for spouse and up to two children to a ceiling of Rs 5 lakhs. Dependant parents may be added on a voluntary basis at an additional payout on prorata basis.
(In case of Maternity Coverage the claim is covered up to Rs 50,000/-)
2. Group Life Insurance coverage of Rs 20 lakh.

Please note that remuneration is a contract entirely between you and the Company and should therefore be treated as strictly confidential.



Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SBI Life Insurance, I, Saurabh Sudhir Jagdale declare that;

1) To the best of my knowledge, I am medically fit to accept the offer of employment extended to me and fully understand that in the event of my being found medically unfit to discharge the responsibilities assigned to me, the company shall have the right to terminate my services forthwith.

2) I suffer / have suffered from (tick whichever is applicable):

- Hypertension
- Pulmonary Disease
- Tuberculosis
- Cancer
- Rheumatic Joint Diseases or symptoms
- Asthma
- Mental Stress
- Others (Please specify)

and agree to undergo the medical examination as decided by the company to satisfy itself of my medical fitness. The company's decision in this regard shall be final and binding. This is, however, without prejudice to the right of the company to terminate my services in future should I be found medically unfit to discharge the responsibilities assigned to me.

(Signature of the candidate)

Date:

Place:

S.K.N.
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Blk.), Pune - 411 041





Fwd: 2021-23 -Selection -HDB Financial Services

1 message

SKNSSBM PLACEMENT <sknssbm.placement@sinhgad.edu>
To: Sknssbm21-23 <sknssbm21-23@sinhgad.edu>

Fri, 13 Jan 2023 at 3:19 pm

Dear All,

We congratulate the below mentioned students for getting selected with HDB Financial Services:

Sr. No	Institute Name	Student Name	Role	Location for placement
1	SKNSSBM	Atul Babasaheb Jagtap	BCM	Pune
2	RMDSSOMS	Mrunmayee Sanjay Kulkarni	BCM	Pune
3	SBS	Saurabh Ashok Gaikwad	BCM	Pune
4	SIBACA	Suyash Sudam Kangne	BCM	Kolhapur

Best Wishes,
Team CPC
Sinhgad Institutes

Sinhgad Technical Education Society | www.sinhgad.edu

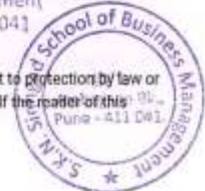
Confidential Information. The information contained in or attached to this e-mail may be confidential information subject to protection by law or terms of applicable confidentiality agreements, and is intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, or the employee or agent responsible to deliver it to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you are not the addressee indicated in this message (or responsible for delivery of the message to such person), you should destroy this message and notify the sender by reply email.

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Sinhgad Technical Education Society | www.sinhgad.edu

Confidential Information. The information contained in or attached to this e-mail may be confidential information subject to protection by law or terms of applicable confidentiality agreements, and is intended only for the use of the individual or entity named above. If the reader of this



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ONE VISION MANY WORLDS
App ID: 6302310680

VIRAJ PROFILES PRIVATE LIMITED

Building A Business On Diverse World

Thursday, 27 July, 2023

HC-764299

Rutuja Javanlal
Rama Nagar,
Sacgaon,
Aurangabad, Maharashtra, India,
431120
Cell: 8767793613
E-mail:

Send: Office e-mail

Dear Miss. Rutuja Javanlal,

1. This has reference to your application and subsequent discussions you had with us. We are pleased to offer you an appointment for the position of **'Trainee-Sales & Marketing'** in **'M21'** grade, at **Corporate division of Viraj Profiles Pvt. Ltd., Tarapur (Plant)**, on the terms and conditions as shown and mutually agreed during the meeting discussions. However, your services may be transferred to any location of the Company, as per Management's decision.

2. As discussed, you are requested to join on or before **Wednesday, 23 August, 2023**. Detailed appointment letter will be issued to you on your joining at Viraj Profiles Pvt. Ltd.

3. You are advised to provide the following documents at the time of joining to complete your joining formalities, as per norms:

- Copy of all Educational Qualifications certificates.
- Three recent Passport Size photographs.
- Medical Fitness Certificate issued by a registered Medical Practitioner.
- Relieving letter & Experience certificate from your last previous employer(s).
- Last Pay Certificate (salary slip and PF statement).
- Copy of your PAN, Aadhar & 2 nos. bank account number.

4. We look forward to welcoming you to the Company and trust our association will be a long and mutually beneficial one.

5. Duplicate copy of this offer may be received by us duly signed as a token of acceptance of this letter.

Thanking you,
Yours faithfully,

Nikesh Dourie
General Manager HR & IR


Director

S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Acceptance signature

Corporate Office:

Viraj Tower, Ground & 1st Floor, Junction of Andheri Kurla Road,
Western Express Highway, Near Land Mark Building, Andheri (East),
Mumbai - 400069, India. T : +91-22 6276 6200

G-34, MIDC Tarapur Industrial Area, Boudk,
Dist. Palghar, Maharashtra - 401 246, India
T : + 91-2525 660 600





MAHARASHTRA STATE BOARD OF TECHNICAL EDUCATION
 49, KHEERWADI, KHEERWADI JUNG MARG, BANDRA (EAST), MUMBAI - 400011

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MAHARASHTRA STATE BOARD OF TECHNICAL EDUCATION



Shapoorji Pallonji
Real Estate

March 10, 2021

TO WHOM IT MAY CONCERN
CERTIFICATE OF SUMMER TRAINING

This is to certify that Mr. Kadam Harshad Rajaram, student of Sinhgad College did his summer project work at Shapoorji Pallonji And Company Private Limited for the period from 11th January 2021 to 10th March 2021.

We wish him all the very best in his future endeavors.

Yours faithfully
 For Shapoorji Pallonji and Company Private Limited

[Handwritten Signature]

Sanjay Shenoy
 Executive Vice President - Human Resources

[Handwritten Signature]
 Director
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 043



Shapoorji Pallonji And Company Private Limited
 Corporate Office: 20, Connaught Place, 4144, Mico, Deira, Dubai
 Phone: +971 4 361 0000, India

Regd. Office: 20, Connaught Place, Deira
 Post. Number: 496102
 CIN: L28220GJ1101970000000000

Constantly Committed



YASHASWI

104

18th March 2023

To,
 Shivani Sudhakar Kale,
 Gandhi Chowk,
 At Post- Yeoda, Tal- Daryapur,
 Yeoda, Amravati,
 Maharashtra - 444706
 Contact Number - 7218414461
 Mail Id- shivanikale1920@gmail.com

Sub: Offer Letter

Dear Shivani,

With reference to the interview you had with us, we are pleased to offer you a position of "HR Trainee" in our organization for "Pune" location. It is a full-time position and you will be on an advance before 3rd April 2023. If there is any change in the date of joining, kindly inform us in advance. If you fail to join on the mentioned date your offer will stand terminated. You will be paid salary as per the discussions you had with us at the time of interview. A letter of appointment will be issued to you at the time of joining. The details of the terms and conditions of your employment will be specified in the same.

You are requested to bring along with you the following documents:

- Copies of Qualification Certificates
- Copy of School/ College Leaving Certificate
- Copies of Identification & Address Proof (Passport/ License/ Voter ID)
- Previous Employment Relieving & Experience Certificates
- Last 3 months' salary slips with TDS
- Bank Account Details (Copy of the 1. Form of Bank Pass Book/ other proof)
- 4 recent passport size photographs
- Copy of Aadhar Card
- Copy of PAN Card
- Medical Fitness Certificate

Kindly acknowledge the duplicate copy of this letter as an acceptance of the offer.

We welcome you to the Yashaswi Family and thank you for your contribution to our mutually beneficial association.

For Yashaswi Academy for Skills


 Manoj Kulkarni

Talent Acquisition Manager


 Director

S.K.N. Singhad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

YASHASWI ACADEMY FOR SKILLS



LETTER of INTENT

105

D
ate - 29
Decemb
er 2022

Pune

Dear Rutvik Sanjay Kamat,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may at

Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





ate - 29
Decemb
er 2022

Pune

Dear Kajal Sukhdev Kapure,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

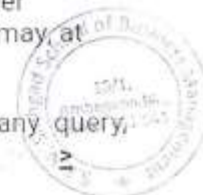
Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact kartikeyasati.pam@statestreet.com



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girnar INSURANCE BROKERS PVT. LTD.

11-May-23

Dear Abhijit Kawad ,

We welcome you to 'Girnar Insurance Broker Private Limited' and pleased to offer you the position of **Relationship Manager** . We are excited about this journey and look forward to a long and mutually beneficial association with you, where quality is engrained in the culture and an individual's growth is given utmost priority. We are confident that you will cherish the work environment and will contribute towards achieving the organizational objectives pushing us to new heights of success. We pride ourselves as a place with ample opportunity to fulfill one's career and personal goals.

Your appointment will become effective from your **15-May-23**

Details of compensation break-up along with some of the important policies are highlighted below.

Regards

Team HR

Wah!
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegon (Bk), Pune - 411 043

Girnar Insurance Brokers Private Limited

CIN - U66010GJ2014PTC054811

Corporate Office (Gurgaon) - Plot no 301, Phase-2, Mayapuri Vihar, Sector - 20, Gurgaon Haryana - 122009

Registered Office (Jaipur) - 21 Girnar, Gokul Marg, Mota Doongi Road, Dheem Singh Circle, Jaipur - 302004, Rajasthan

+ 91-7561190909

hr@girnaribroker.com

www.girnaribroker.com

RIDM License No. 989
202301-202304-2023
Direct Broker - Life & General



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girnar INSURANCE BROKERS PVT. LTD.

Compensation & Benefits

You will be paid compensation of **300000 per annum**. Your employment will be governed by the Company's standard employment agreement and is to be signed on the date of joining. A detailed breakdown of your compensation will also be provided upon execution of the agreement.

Your individual remuneration is determined based on numerous factors such as your job, skills-specific background, and professional merit, and is strictly between yourself and the Company. This information, and any changes made therein should be strictly treated as personal and confidential.

Probation Period

You will be on probation for a period of Three (3) months ("Probation Period") from the date of your joining. During the probation period, either party (Company / you) may terminate employment by giving notice of termination in writing by serving notice period or payment of salary for the same period. Post the completion of Probation Period, either party (Company / you) may terminate employment by giving notice of termination as per the applicable policies in writing or payment of salary for the same period. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the **notice period**. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

Leaves

You shall be entitled for leaves as per leave policy. Any Leave you are entitled to can be availed only with prior notice and proper permission of your reporting manager. Additional guidelines pertaining to leave benefits shall be available upon joining

Notice Period

Your notice period will be dependent on the grade you are at during your employment. We follow the notice period as per confirmation & exit policy. If during the employment your grade changes, the notice period will change accordingly.

Additional Term and Conditions

You will operate from our Gurugram, Haryana, India office. However, your services are transferable and you may be assigned to any office of the Company, a subsidiary, or associate company. You are liable to be transferred from one job to another job or from one department to another department or from one establishment to another establishment if so required by the Company. You shall do such other work as may be

Waj
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/3, Ambegaon (Bk.), Pune - 411 001

Girnar Insurance Brokers Private Limited

CIN : U50109RJ2016PTC054611

Corporate Office (Gurgaon): Plot no 301, Phase-2, Udyog VIH, Sector - 20, Gurugram Haryana - 122006

Registered Office (Mumbai): 21 Girnar, Govind Marg, Movel Dseongi Road, Dharam Singh Circle, Japur - 400014, Maharashtra

+ 91-7551100989

support@insuranceedekho.com

www.insurancebros.com

IRDAI License No. BEE
000001, 001 March 2016
State Branch - Gurgaon, Gurgaon



girnar INSURANCE BROKERS PVT. LTD.

If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.

Relocation/Other expenses Clause

In case you resign within a period of 12 months from the date of payout of benefit, the recovery of relocation allowance and settling allowance will be as per relocation policy.

Under any circumstance if you leave the Company before completion of one year, any expense related to joining like joining bonus/notice period buyout/loyalty bonus/etc. will be fully recoverable.

Health Insurance

You will be covered either under ESI or Health Insurance scheme (as applicable) provided by the Company. Health Insurance will be provided to you only if you are not covered under ESI.

You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Girnar group of companies, we're changing the world every day and we will be delighted to have you as part of our team.

Please sign this Offer Letter as a token of your acceptance of the Offer and conditions of employment as specified therein, and return the same to the Company within 7 (seven) days of receipt of this letter.

Regards, Shashi Kant Kaushik
Senior Vice President - HR

ACCEPTANCE OF OFFER TERMS AND CONDITIONS:

I confirm that I have read, understood, the terms and conditions stated above, and accept the offer.

Printed Name: Abhijit Kawad

Date: 11-May-23

Date of Joining: 15-May-23(To Confirm if not already specified)

Director
S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegon (Sk.), Pune - 411 041

Girnar Insurance Brokers Private Limited

CIN - U64010RJ2016PTC054811

Corporate Office (Gurgaon): Plot no 301, Phase-2 Udyog Vihar, Sector - 29, Gurugram Haryana - 122009

Registered Office (Jaipur): 21, Girnar, Govind Marg, Mode Durgam Road, Dhanraj Singh Circle, Jaipur - 302014, Rajasthan

+91-7501190088

hr@girnarinsurancebrokers.com

www.girnarinsurancebrokers.com

IRDAI License No: 588

Head Office: 201, Durgam Road, Jaipur
Branch Office: Life & General



girnar INSURANCE BROKERS PVT. LTD.

Your Flexi Benefits

- 1. Food Card** - You shall be provided an option to opt for tax friendly food card provided by Sodexo, worth as per limit mentioned in salary breakup.
- 2. Gift Card** - You shall be provided an option to opt for tax friendly Gift card e-voucher of Amazon, worth as per limit in salary breakup.
- 3. Leave Travel Concession** – A Leave travel concession is the tax free remuneration paid for an employee's travel within the country. You can opt for Leave travel concession one in a two year as per limit in salary breakup. This is a benefit which exempts the actual travel cost of you and your family incurred towards the travel within the country (India).
- 4. Child Education Assistance** - We understand and appreciate our employees' responsibilities towards their families and children; thus, we provide you option to opt for Child Education Assistance as per limit in salary breakup, per child per annum for a maximum of 2 children.
- 5. Books and Periodicals Assistance** – Books and periodicals assistance is provided to you to buy professional books & generalists which helps enhance your knowledge & skills. You can opt as per limit in salary breakup.
- 6. Telephone & Data Card Bill Assistance** – Telephone & data card bill assistance is provided to you so you can avail the tax exemption on the expenditure incurred on the mobile, internet, data connection used for the official purpose, you can opt as per limit in salary breakup.
- 7. Car Running & Maintenance Assistance** – You can opt for car running & Maintenance assistance which cater to expenses incurred by you on fuel, maintenance & repair of their vehicle as per limit in salary breakup, for self-owned car. For company leased car INR 1,50,000 for while using it for official travel and you can also opt for chauffeur assistance up to INR 2,40,000 per annum for company leased car.
- 8. Professional Development & Training and Seminar Assistance** - GIBPL provides you assistance in keeping your skills updated by giving you option to opt for Professional Books & Periodicals as per limit in salary breakup, so that you can hone your skills for further development and save income tax.
- 9. Car Rental Assistance** – Car Rental Assistance helps you to hire a car for official travel purpose under a vehicle lease tripartite agreement with GIBPL. You can claim monthly car rental invoice as per policy calculations to get a handsome tax benefits. This benefit cannot be combined with point 7.

Wal
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 043

Girnar Insurance Brokers Private Limited

CIN - U66100RJ2014PTC054811

Corporate Office (Gurgaon) : Plot no.301, Phase-2, Udyog Vihar, Sector - 20, Gurgaon Haryana - 122008

Registered Office (Jaipur) : 21 Girnar, Govind Marg, Masti Dongri Road, Dharan Singh Circle, Jaipur - 302004, Rajasthan

+ 91-7991199880 | info@insurance4b.com | www.insurance4b.com | IRDA License No. 566
(Valid till 30th June 2024)
(Rajasthan) | IRN 1234567



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Letter Of Intent - State Street HCL

1 message

Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com>
To: shubhamkende9@gmail.com <shubhamkende9@gmail.com>

Thu, Dec 29, 2022 at 1:02 PM

LETTER of INTENT

Date - 29 December 2022

Pune

Dear kende shubham narendra,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact <kartikeyasati.pansa@hcl.com>

Regards,

HCL - Talent Acquisition Team

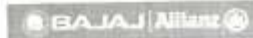
DISCLAIMER

This content is for informational purposes only. S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Handwritten signature
Director



LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: 02/01/2023

Tanmay Rajesh Kshirsagar
S/O: Rajesh Kshirsagar, Bharat housing,
Indapur, 413114

Subject: Offer Letter

Dear Tanmay Rajesh ,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Relationship Manager - PSF Core, Balic Direct in Band GB2 A at Bajaj Allianz Life Insurance Company Limited (BALIC) .

- 1. You shall be based at Baner .
- 2. You will report to Ambesh Deptadar.
- 3. The proposed compensation details are attached in "Annexure A"

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining.

We would expect you to join latest by 02/02/2023. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing.

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- a) Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- b) Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.

Authorized Signatory

Bajaj Allianz Life Insurance Company Limited
Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411005 | Tel: +91-20-66026777 | Fax: +91-20-66026786
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U08010PN2001PLC015659

Handwritten signature
Director

S.K.N. Srinivas School of Business Management
S. No. 10/1, A: Begun (B), J. Type - 411 041



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LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

ANNEXURE A: CTC Break Up

COMPENSATION BREAK UP SHEET

Date: 02/01/2023

Name:	Tanmay Rajesh Kahirsagar
Department:	PSF Core
Designation:	STM
Band:	GB2 A
Location Code:	Baner
	Location: Baner

S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	8,400.00	100,800.00
2	Minimum HRA	4,200.00	50,400.00
3	Conveyance Allowance	0.00	0.00
4	Telephone Allowance	2,000.00	24,000.00
5	Statutory Bonus	1,680.00	20,160.00
6	Flexible Benefits	10,308.00	123,696.00
7	Company's Provident fund contribution	1,800.00	21,600.00
8	Gratuity as per the Act	404.00	4,848.00
9	Total Fixed	28,792.00	345,504.00
	Total Fixed CTC in Words	345,504.00(Three Lacs forty five thousand Five hundred and four only)	

Bajaj Allianz Life Insurance Company Limited
 Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel: +91-20-86026777 | Fax: +91-20-86026789
 Toll Free no.: 1800 209 7272 | Email: customerscare@bajajallianz.co.in | Website: www.bajajallianzlife.com
 CIN: U68010PN2001PLC015659

Wal
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 042



Pune

Dear Landge saloni baburao,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.


Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact kartikeyasati.pansa@hcl.com

Regards,

HCL – Talent Acquisition Team


Director
S.K.N. Singhad School of Business Management
S. No. 10/1, Ambhazari (Bk.), Pune - 411 041





Date: 22 Dec 2022

Dear Karishma,

We are thrilled to invite you to join Xanadu, a unique and exceptional talent powerhouse created with a mandate to build momentum and act as a business accelerator for ambitious businesses.

Basis our discussions and engagements, we are pleased to invite you aboard as Management Trainee.

A detailed appointment letter will be given to you on your joining. The compensation would consist of two parts-Fixed Pay and Performance Linked Variable Pay which together will be treated as Cost-to-Company (CTC). We have made your compensation structure as friendly as possible.

The detailed compensation structure is attached as "Annexure".

The company is committed, among other key issues, to the enhanced financial well-being and wealth creation for our talent and the same shall always be a critical part of the organisational approach.

Please do mail us back with your acceptance of the offer and proposed date of joining.

Sincerely,

Welcome aboard.

Vikas Chaturvedi
Chief Executive Officer

Xanadu Realty Limited
Unit 2A100, Wavepark, Rajgata Platform,
Surya Road, Off Anandhi-Rasta Road,
Mumbai, Andheri East, Mumbai-400059
E: info@xanadurealty.in | M: +91 90490 28890
CIN: U70302MH2008PLC183620


Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



X A N A D U

"Annexure A"

Name of the Associate: Karishma Magare
Designation: Management Trainee

Components	Per Annum (INR)	Per Month (INR)
Basic	₹ 273,000	₹ 22,750
HRA	₹ 136,500	₹ 11,375
Conveyance Allowance	₹ 19,200	₹ 1,600
Reimbursement*	₹ 141,400	₹ 11,783
Special Allowance	₹ 22,550	₹ 1,879
Employer's Contribution - PF	₹ 21,600	₹ 1,800
Fixed Pay	₹ 614,250	₹ 51,187
Performance Linked Variable Pay	₹ 68,250	
Total CTC	₹ 682,500	

Benefits :

1) Associate will be covered for Mediclaim of 3 lacs for Self & Family (Family will include: spouse, upto 2 kids & either Parents or Parents in law)

Notes:

- 1) *Reimbursement will be taxable for non-submission of relevant documents or in cases of opting out
- 2) Gratuity will be applicable as per The Payment of Gratuity Act 1972
- 3) Performance Linked Variable Pay will be paid out to you basis performance. The business targets basis which this component will be paid out to you shall be communicated to you separately.

Xanadu Realty Limited
 Unit 20102, Network Bahga Platform,
 Sagang Road, Off Anand-Kundli Road,
 Mansarovar East, Mumbai - 400059
 Email@xanadurealty.in | M +91 2015025899

CIN: U70502MH2009PLC163420

Wal
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 042





Emerson Automation Solutions
Emerson Process Management
(India) Pvt. Ltd.
Plot No. C1, Talegaon Industrial Area,
Talegaon MIDC Phase 2, Mindewadi,
Taluka Mawal, District Pune - 410508
CIN No : U29196MH1981PTC024116
Email : mailto:emerson@emerson.com
Website : www.emerson.com

Ref.No: EPMI/Intern
Date : 28/08/2023

Subject: Internship Offer Letter.

Dear Vithoba Mahajan,

We are pleased to offer you an internship with Emerson Process Management India Pune.

The duration of internship will be 6 Months i.e., from 28/08/2023 up to 27/02/2024.

You will be paid a gross stipend of Rs.15,000/- per month for full attendance. You will not be eligible for any other benefits such as incentive, bonus and prize etc. You will also not be entitled for any other benefits in terms of earnings and/or any other direct or indirect benefits in terms of gains/earnings, whatever it may be, which are applicable to the regular employees of the company.

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. You agree that you will keep all this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of the internship, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer.

This letter constitutes the complete understanding between you and the Company regarding your internship and supersedes all prior discussions or agreements.

All the Best!

Sincerely,

For Emerson Process Management (India) Private Limited

Amol Joshi
Head - Human Resources

S.K.N. Sinhgad School of Business Management
S. No. 10/4, Ambegon 411 041



REF NO: RIALTES/IND/HR300123/0002

Subject: Letter of Appointment.

Dear Payal,

This has reference to your application and subsequent interviews you had with Rialtes Technologies & Solutions LLP. We are pleased to offer you the position of "Management Trainee", effective 06th February 2023.

Your reporting manager's name is **Rajesh Bhujbal**.

1. COMPENSATION

- o You will receive a monthly stipend of **INR 15,000** per month till the successful completion of the internship.
- o On the successful completion of the internship your compensation will be revised to an annual base salary of **INR 3,00,000**.
- o In addition to the above, you will also be eligible for an annual performance-based bonus of **INR 1,00,000**.
- o All earnings will be subject to applicable withholdings and tax deductions.
- o You will be paid via direct deposit every month.

2. DATE OF APPOINTMENT AND DESIGNATION

Your official date of appointment as per Rialtes records is 06th February 2023.

Designation: Management Trainee

3. LOCATION AND WORKING HOURS

- o Your work location will be **Pune, India**.
- o Working hours will be 10:00 am – 7:00 pm IST.


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegon (Bk.), Pune - 411 043





4. PROBATION AND NOTICES

Your employment will be subject to a probation period of six months from your date of joining. Your employment will stand confirmed after the period of probation is over unless Rialtes Technologies & Solutions LLP extends the period of probation and informs the same to you in writing.

Your employment may be terminated by either party giving to the other party 3 Months' notice in writing during the probation as well as after. Also, either party reserves the right to terminate the employment by paying the other, CTC in lieu of any period of notice.

In case of resignation or termination, the company reserves a right to: -

- a. Relieve you earlier than the notice period
- b. Extend your notice period subject to satisfactory handover of charge and completing the assignment, and projects.
- c. Decide whether the notice period shall run concurrently with the period of any leave which may be granted to you.
- d. Decide whether your notice shall stand extended to the extent of leave availed of by you during the notice period.

5. LEARNING

As an employee of Rialtes, you will be eligible to apply and appear for various technical certifications required to continuously improve your professional knowledge and technical skill set. Rialtes provides certification vouchers for various technical certifications including Salesforce, Amazon Web Services, SAP, and others to keep the team members up to date on various professional levels.

6. COMPLIANCE WITH COMPANY POLICIES

As an employee of Rialtes, you will be expected to comply with Rialtes 's personnel and other policies including, but not limited to, Rialtes 's policy prohibiting discrimination and unlawful harassment, insider trading, conflicts of interest, and violation of applicable laws in the course of performing services to Rialtes

7. CONDITIONS

This offer, and any employment pursuant to this offer, is conditioned upon the following: Your ability to provide satisfactory documentary proof of your identity and right to work in India no later than three (3) business days after your employment begins. Prior to your start date, you will be contacted via email to complete your documentation. Be prepared to complete the documentation before your first day of employment and to present original documentation from the List of Acceptable Documents. Should you have any questions regarding your onboarding, please send an email to: hrms@rialtes.com, copying your immediate manager, Rajesh Bhujbal.


Director

S.K.N. Singhad School of Business Management
S. No. 1071, Ambegaon (Bk.), Pune - 411 041





- 11. In case either the Company or you do not wish to continue with the assignment, either party shall give notice of one month in writing.
- 12. Upon termination of this assignment in any manner whatsoever, you shall handover proper charge of all documents, papers, materials, equipment's or any other property of the Company in your possession or control to a person authorized by the Company.
- 12. This agreement does not in any way constitute you as an employee of the Company and you should not present yourself as such; and not permit yourself to be represented as such by others.
- 13. Retainer ship resources are eligible for one leave per month which could be carry forwarded but cannot be taken in advance and its non- encashable.
- 14. In case of separation by resignation you are required to serve one month notice period before you could be relieved from the services of the company. However, relieving from the company will take place after the company is satisfied that proper handing over of pares, documents, information, and assets is completed.

In absence of any further communication stating otherwise, it is understood that your retainer ship contract will automatically come to an end on 03 July 2023.

Please confirm your acceptance of this appointment by signing and returning the enclosed copy of this letter.

Sincerely,
For TATA AutoComp Systems Limited- Technical Centre

Tarini Chakraborty
VP & BU Head

Received and Accepted
Mujammil Makandar

S.K.M. Srinivasulu Reddy
5, No. 40/2, 2nd

TATA AUTOCOMP SYSTEMS LIMITED

Technical Centre

40/2, 2nd Floor, 5, No. 40/2, 2nd

Sr No 200 Village: Anna Nagar, Chennai - 600 029. Phone: 411 0411
Tel No: 411 0411 Fax No: 411 0411 Website: www.tatasc.com



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PRIVATE AND CONFIDENTIAL

Reference No. - 1384556708

Applicant ID - 5831252

31-Aug-2023

Ajit Ramchandra Mali

Dear Ajit,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited

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

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

Regd. Office - ICICI Bank Towers
Near Chukli Circle,
Old Padra Road,
Vadodara 390 007, India.


Director

S.K.N. Sishgad School
S. No. 10/1, Ambli, Vadodra




Remuneration Details

Name : Ajit Ramchandra Mali
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total Fixed CTC	30,575	3,66,900
Performance Linked Retention Pay #	6,250	75,000
Total CTC	36,825	4,41,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 31-Aug-2023

Digitally signed by Pritesh Ranjan
 Date: 2023.08.31 16:35:11 +05:30
 Reason: Offer Letter
 Location: Mumbai

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

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

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

Mali
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambajogai (H), Pune - 411 001





APPOINTMENT LETTER

18 November, 2021

Dear VAIBHAVEE MALJI,

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

1. Place of Employment and Timing:

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

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 88000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

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


Director

S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegaon (Rk), Pune - 411 041



7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,

Wal
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



8. NONCOMPETE

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ("Confidential Information"). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

9. Whilst employed by the company, you:

1. Will not engage in any external activities of a commercial nature
2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

1. **Language.** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
2. **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India.
3. You shall be governed by the "Service Agreement" as applicable to you


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Date:29-01-2020

Welcome Note

Dear Mr. Pratik Kakasaheb Mandhare

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC



Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in



Mr. Pratik Kakasaheb Mandhare,
Empcode -1428556

Date: 29-01-2020

DEPUTATION LETTER

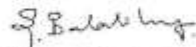
Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to MRF Corp Limited with effect from 13-01-2020 at their PUNE office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 13-01-2020, be required to work at our client's office premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from MRF Corp Limited and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by MRF Corp Limited.
5. You shall be bound to follow the working hours of MRF Corp Limited.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside MRF Corp Limited and use such information only in connection with the service provided to MRF Corp Limited.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against MRF Corp Limited. This arrangement is purely a contractual agreement between Randstad and MRF Corp Limited for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of MRF Corp Limited or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of MRF Corp Limited entrusted to you in the due discharge of your duties and shall indemnify MRF Corp Limited when there is a loss of any kind to the said property.

All the other terms and conditions of your employment remain unchanged.

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us.

Yours truly,
For Randstad India Pvt Ltd.




Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Pratik Kakasaheb Mandhare have read and hereby accept the above mentioned terms and conditions

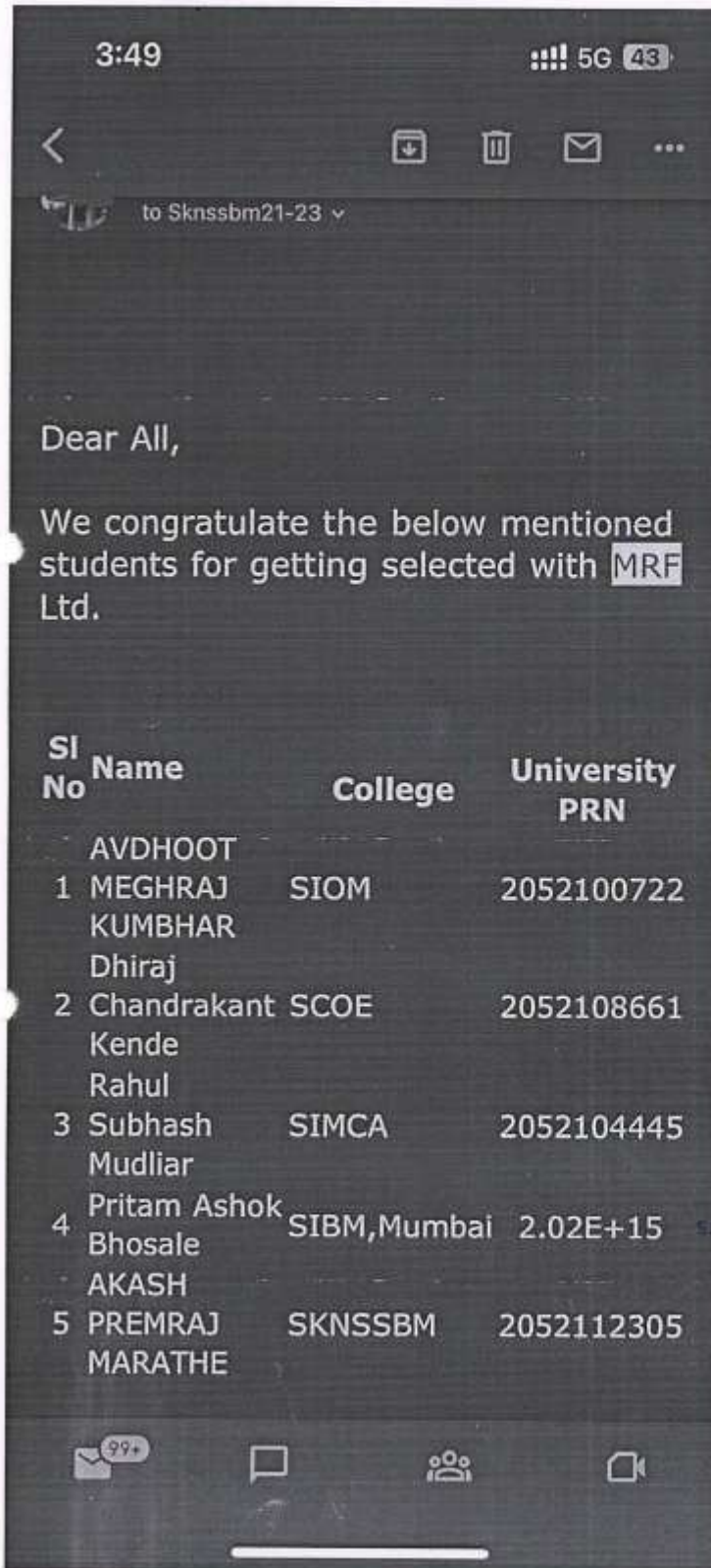
Signature :

Date :

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Lanjambakkam, Chennai 600 096.
T +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in


Director
S.K.N. Srinivas School of Business Management
S. No. 10/1, Ambegaon (Sk.), Pune - 411 041





Vat

Director

S.K.N. Sinhgad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 004





Letter Of Intent - State Street HCL

1 message

Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com>
To: varshamhetre1999@gmail.com <varshamhetre1999@gmail.com>

Thu, 29 Dec, 2022 at 1:03 pm

LETTER of INTENT

Pune

Date – 29 December 2022

Dear Varsha Vikas Mhetre,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact <kartikeyasati.pansa@hcl.com>

Regards,

HCL – Talent Acquisition Team

Handwritten signature
Director
S.K.M. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (U.P.), Pune - 411 041



DISCLAIMER:
The contents of this e-mail and any attachment(s) are confidential and intended only for the individual(s) named. If you have received this e-mail in error, please notify the sender immediately by e-mail. If you are not the named addressee, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake. If you are not the named addressee, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake. If you are not the named addressee, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake.

3rd Floor, GLT-1, Plot No. 25A, Raheja
Woods Bldg. No. 4, River Side, West
Avenue, Kalyani Nagar Pune - 411006

Tel: 1800 2100 323
www.topsourceworldwide.com
CIN: U72200PN2003FTC017797

Ref:tops/2/49/167

Apr 17, 2023

To
Hrutwik More
C-6 Omkar Park Phase-2 Rajmudra Housing Society Dhankwadi Pune
Near Rajmudra Ganesh Mandir Dhankwadi Pune
Pune- 411043

Dear Hrutwik More,

Sub: Offer Letter

With reference to your application and further to the interviews with us, we have pleasure in offering you employment with us as under the following terms and conditions:

1. Your appointment details

Designation: Quality Analyst
Department: Payroll-QA
Business Unit: Domestic - India
Date of joining: Apr 17, 2023

2. Compensation package and benefits

i) Compensation

Your total Cost to Company is Rs.2,40,000 per annum (Two Lakh Forty Thousand Rupees Only). The break-up of your compensation package is given in **Annexure I**.

ii) Benefits

After three months of your joining you will also be entitled for Insurance Coverage which comprise of Personal Accident Insurance for Rs. 1,00,000/- and Personal Medical Insurance for Rs. 1,00,000/- respectively. The terms and conditions of the insurance are as stipulated by the company's insurance provider.

Please note that the salary structure of the Company may be altered/modified at any time without prior notice and your remuneration package may accordingly be altered, modified from time to time. Further, salary, allowances and all other payments/ benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source. Please also note that your remunerations package is confidential between you and the company and should not be discussed with anyone.


Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



8. Travelling expenses

When travelling on the Company's business away from the normal place of employment, you will be reimbursed all allowable expenses as per the policy described in the Employee Handbook. The travel and other policies may be amended from time to time. For the latest copy, you will need to refer to the Intranet section on Portico.

9. Leave

You shall be entitled to leave in accordance with the Company's **Leave Policy** as published by the Company from time to time.

10. Physical Fitness

This offer letter is valid provided a certified medical professional grants you a medical fitness certificate to undertake full time employment. The original medical certificate needs to be provided on the day of joining. The appointment and its continuance are subject to your being found and remaining medically (physically and mentally) fit. The Company reserves the right to ask you to undergo medical examination if and when considered necessary

11. Transfers

- Your current posting will be in **Pune, India**. However TopSource reserves the right to transfer and/or utilize your service in any of its offices / work sites / affiliated on the same terms and conditions as applicable to you at the time of transfer, in any part of India or aboard
- In the event that you are given an overseas posting your will be required to sign an additional offer of employment / secondment which will be read in conjunction with this offer.

12. Retirement

Retirement age as per current policy is **60 years** of age or on your becoming incapacitated earlier from carrying out your duties, of which the Company shall be the sole judge.

13. Confidentiality

- During your employment with the company you will, at all times, observe secrecy in respect of any technical, trade or business documents, customers names/ business details or any other information that might come to your knowledge or possession, which according to the company are necessarily confidential and form valuable property of the company. You shall not discuss nor cause the discussions of any such data in any manner whatsoever. You will also be responsible for the protection and furtherance of the company's best interest at all times, including after you cease to be on the company's role. In addition in the event of your leaving the companies services, you are expected not to take up employment or enter into any type of business/ commercial association with any of the companies client or their associates for a period of two year from the date of employment.

S.K.N.
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



ANNEXURE I:**Break-up of Compensation Package**

Name: Hrutwik More Designation: Quality Analyst

Particulars	Amount (Rs) (Monthly)	Amount (Rs) (Annually)
A) Gross Payments		
Basic	11,000	1,32,000
HRA	4,273	51,276
Bonus	2,200	26,400
Total(A)	17,473	2,09,676
C) Retirement Benefits		
Employer ESIC	568	6,816
Gratuity	529	6,348
Total(C)	1,097	13,164
D) Annual Components		
Employer PF	1,430	17,160
Total(D)	1,430	17,160
Total Gross CTC (A + C + D)	20,000	2,40,000

- a. After three months of your joining you will also be entitled for Insurance Coverage which comprise of Personal Accident Insurance for Rs 1,00,000/- and Personal Medical Insurance for Rs, 1,00,000/- respectively. The terms and conditions of the insurance are as stipulated by the company's insurance provider.
- b. Gratuity amount will be paid as per the Payment of Gratuity Act, 1971.
- c. All amounts are in Indian Rupees and are indicated in monthly terms.

Offered by:

TopSource Infotech Solutions Pvt. Ltd



Sachin Disa
India Centre of Excellence Operations Leader

Accepted by: Hrutwik More


 Director
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





Date: 15th June 2023

Samiksha More

Sub.: Consultant Offer Letter

Dear Samiksha,

We are pleased to offer you the position of 'Consultant' with our client **Wolters Kluwer (India) Private Limited.** at **Pune** on the mutually agreed terms and conditions. You are requested to join the services of **Wolters** on **3rd July 2023**. Your contract will be valid till **29th December 2023**.

The monthly fee shall be **Rs. 40,000/- (TDS Deduction as applicable)**

Please bring the following documents on the day of joining:

- Educational Certificates
- Signed copy of updated Resume
- Cancelled cheque of savings bank account (in case employee wants to retain the existing A/c)
- 4 Passport size photographs
- Copy of PAN Card
- Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)
- Copy of Aadhar Card

This letter of offer is issued to you on the presumption that the particulars furnished by you in your application are correct.

Please reply with your acceptance of the offer within 48 hours of the receipt of offer. In case you fail to reply, this offer shall stand withdrawn after 48 hours.

In case of any queries, feel free to contact the undersigned. Best Wishes,

In case of any queries, feel free to contact the undersigned.

Best Wishes,

For PersolKelly India Pvt. Ltd

Devika Yadav

Country Leader, Staffing Solutions (Non IT)

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

Registered Office:
Sriram Samanthu Chambers, #220
12th Main, HAL 2nd Stage,
Indiranagar, Bengaluru - 560036
T: +91 80 6766 1800



persolkelly.com



MERINO INDUSTRIES LIMITED
CIN: US1909WB1965PLC026556
GST No: 07AAACC9186C32N
70, KJ Complex, 2nd Floor
Moti Nagar, New Delhi - 110015, India
P 011 - 45557000
E merinodelhi@merinoindia.com
W www.merinoindia.com

MIL/MN/HR/2023
Date:

Ankush Mule
Bachegarda
Jaipur - 302009

Subject: Letter of Intent

Dear Ankush,

Congratulations!

It gives us pleasure to inform you that you have been selected for the position of "Sales Trainee" (Level - Executive) in our organization, under the terms and conditions as per Annexure attached and agreed between us. Detailed appointment letter shall be issued to you on your joining with us.

You shall have to submit the final marksheet & diploma/ degree certificate stating the completion of the curriculum as & when it is made available by your Institute.

We expect you to join us or before 4th September 2023

Kindly carry the following documents on the day of your joining.

- a) Two Passport size color photographs
- b) Photocopy of all education credentials (10th onwards)
- c) Photocopy of PAN (if applicable) and Aadhar card

You are requested to report at Mumbai Office for joining and induction/ training program. You will be provided with a hotel/ guest house accommodation for initial period of 15 days after which you will be required to make your own arrangements. Your final place of posting can be anywhere across India and will be based on position & role availability and the same shall be communicated to you post completion of your 03 months' induction/ training program.

Please note that your candidature application will be verified by Background Verification Agency, subject to the clearance of the same we will issue you the appointment letter.

In Case of any help & support required, kindly reach out to Ujjwal Vishal (Mob: +91 8286047412)

We look forward to your joining and a long and mutually fruitful association with Merino!

Yours Sincerely,
For Merino Industries Limited

Ravi Chopra
Group Chief HR Officer

Director
S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Annexure

Employee Name: Ankush Mue
 Designation: Sales Trainee
 Date of Joining: 11th September 2023

Compensation Details

Component	Amount	Component (Deductions)	Amount
Basic	22,744	Employee Contribution to PF	1,800
HRA	11,372		
Other Allowance	341		
Gross Salary	34,457	Total Deduction	1,800
Statutory Contribution:			
Employer Contribution to PF	1,950		
Gratuity*	1,093		
Monthly CTC	37,500	Net Salary	32,657
Annual CTC			4,50,000
Retention Bonus (50% to be paid upon completion of 12 months & balance 50% upon completion of 24 months)			1,00,000

Key Notes:

- Sales Incentive will be applicable over and above the mentioned compensation post successful completion of your induction/Training programme & will be based role & as per company policy.
- You shall also be entitled to company paid Mediclaim Insurance and GPA Insurance as per company policy.
- Gratuity will be paid as per Payment of Gratuity Act
- Other statutory amounts shall be adjusted from above, as applicable.
- You shall be on probation period for 12 months from the date of your joining & will be confirmed as Executive Sales.
- Your next salary revision shall be based on your successful completion of probation period & subject to your performance evaluation.

[Handwritten Signature]

[Handwritten Signature]
 Director
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 043



+91 703 054 2288
www.craveinfotech.com
hr@craveinfotech.com



Date: 10th September 2023

To,

Mr. Sanket Mule
Address: PLOT NO. 16 MEHRUN GULAB BABA COLONY JALGAON 425001

Mobile: 8805374481/ 9175011755
Email ID: smule0718@gmail.com

Dear Sanket,

Crave InfoTech & Consultancy Services Pvt. Ltd. (The "Company") hereby confirms your Association with Company as **Inside Sales Executive** reporting to the respective reporting manager in Crave InfoTech. Your roles and responsibilities are listed in **Annexure I** on the following terms and conditions:

Compensation: Your annual CTC will be **INR 400000/- (Rs Four Lakh Only)** including variable pay of **INR 40000/- (Rs Forty Thousand Only)** as per the details given in the attached Annexure I. This amount is the total Cost-to- Company that will be allocated amongst base salary, allowances, bonus, medical and deductions (Provident fund contribution, Professional Tax and TDS based on the tax slab)

Benefits: As a regular employee of the Company, you will be eligible to participate in the Company's standard employee benefit package. You will be eligible for vacation benefits per company's vacation policy. Your base work location will be **Pune, India**

Probationary Period: You shall initially be under probation for a period of **3 months** from the date of your joining which may be extended in case there is performance issue.

During the tenure of your service with the Company, you are prohibited from undertaking any other employment whether on a full or part-time basis and from engaging in any trade or business or contract or avocation or honorary work anywhere, without the prior permission of the Company. Contravention of this condition will result in termination of your services with the Company without any notice.

- 1) This agreement shall be effective on the first day of association after completion of registration process, and will continue unless sooner terminated in accordance with paragraph 7. We will advise of the joining date when these processes have been completed and establish a start date.
- 2) Associate agrees to devote his or her best efforts to provide services under this Agreement to Client(s) of Company ("Clients") on behalf of Company, in accordance with the Company's reasonable directives as communicated to him/her from time to time. During the term of this Agreement, Associate may engage (with prior written approval of the company) in other business or professional activity provided it is not done during his or her/her normal working hours with Company or at Company or any Client's place of business or with use

Director

S.K.N. Sinhgad School of Business Management,
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Crave InfoTech & Consultancy Services Pvt. Ltd.

Software Technology Parks of India, P-1, Unit 2-A, Rajiv Gandhi InfoTech park,
MIDC, Hinjewadi Phase-1, Pune-411057, INDIA.



Annexure I

Mr. Sanket Mule has been appointed by Crave InfoTech and Consultancy Services Pvt. Ltd. to perform the role as **Inside Sales Executive**. The working hours will be determined by the management as per the company requirement.

Responsibilities:

Your KPI's and KRA's are listed below. Please note these may change on an annual basis.

Cost to Company Breakup (Per Annum in INR):

Salary Components	Details	Monthly	Yearly
Fixed Component- A			
Basic Salary	40% of CTC	12000	144000
House Rent Allowance	40% of Basic Salary	4800	57600
Conveyance	Rs 1,600 / Month	1600	19200
Medical Reimbursements	Rs 1,250 / Month	1250	15000
Internet allowance	Rs 1000/ month	1000	12000
Employer's Contribution to PF	P.F. (As per government rule)	1440	17280
Special Allowance	Balancing Figure	7910	94920
Gross Earning		30000	360000
Variable Component - B			
		₹ 0	
Annual Bonus	Paid as per individual contractual agreement	0	0
Performance Bonus	Paid as per individual contractual agreement	3333	40000
Allowance	Paid as per individual contractual agreement	0	0
Total Annual CTC		33333	400000
Deductions			
Total Contributions to PF	PF (As Per Government Rule)	2880	34560
Gratuity	As per the Gratuity Act	577	6923
Professional Tax	PT (As Per Government Rule)	208	2500

Please Note - Take Home salary is subject to PF, PT, TDS & Other Required Deductions as per Government Rules

Crave InfoTech & Consultancy Services Pvt. Ltd.

Software Technology Parks of India, P-1, Unit 2-A, Rajiv Gandhi InfoTech park,
MIDC, Hinjewadi Phase-1, Pune-411057, INDIA.

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Pk), Pune - 411 041



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STRICTLY PRIVATE & CONFIDENTIAL

Date: 12/29/2022
Sharna Mishra, Nish
Near Bore Bazar,
Pune, 411002

Subject: Offer Letter

Dear Sharna Mishra,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Senior Sales Manager - Agency Sales, Agency in Band Q&Z A at Bajaj Allianz Life Insurance Company Limited (BALIC).

- 1. You shall be based at Pune-1.
- 2. You will report to Ranjay Rajkumar Bhat.
- 3. The proposed compensation details are attached in "Enclosure A".

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization if applicable. This letter is not to be construed as your appointment letter, which will be issued separately upon your joining.

We would expect you to join latest by 12/30/2022. In the event of your not being able to join on or before the latest date mentioned, please inform us, failing which this offer will be deemed void. The Company may, at its sole discretion, extend the period in writing.

The offer of employment may be withdrawn, modified if any information or representation furnished by you is found to be incorrect or false or if material information is withheld by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- a) Copy of relieving letter of last to last company (In case you have spent less than 6 years in your current company).
- b) Copy of resignation acceptance / relieving letter if current company.

Thank you for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.

[Signature]
Authorized Signatory

[Signature]

Bajaj Allianz Life Insurance Company Limited
Head Office Address: Bajaj Allianz Plaza, Rajesh Road, Concocha, Pune - 411006 | Tel: +91 20 68029777 | Fax: +91 20 68029769
Toll Free No: 1800 201 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66109PL2011PC000554

S.K.N.
Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegon 18 & 20, Pune - 411 006.



BAJAJ

LIFE GOALS DONE.



Satyaj Allianz Life Insurance Co. Ltd.

ANNEXURE A, CTC Break Up

COMPENSATION BREAK UP SHEET

Date: 12/29/2022

Plan	Allianz MetLife 15ak
Supervisor	Pratik Saha
Designation	CTC
Age	38
Employment	Full time

S. No	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Allowance	6,500.00	78,000.00
2	Minimum HRA	1,200.00	14,400.00
3	Conveyance Allowance	2,000.00	24,000.00
4	Telephone Allowance	2,000.00	24,000.00
5	Special Allowance	1,300.00	15,600.00
6	Flexi-Loan Facility	5,500.00	66,000.00
7	Employee Provident fund contribution	1,500.00	18,000.00
8	Medical Insurance	2,000.00	24,000.00
9	Gratuity	25,000.00	300,000.00
10	Total CTC & Wards	29,000.00	348,000.00

Satyaj Allianz Life Insurance Company Ltd.

Head Office: 10th Floor, Arundhanii, Ambegaon, Pune - 411 041 | Tel: 020 2712 7777 Fax: 020 2712 7778
Toll Free: 1800 200 7272 | Email: customercare@satyajallianz.com | Website: www.satyajallianz.com
CIN: 190207ML0000010000

Pratik Saha

Page 2 of 2

Handwritten signature
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



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Date: 23/02/2022

Dear Venkatesh Naik,

GRITFIT is as ready as a trainer just before their class to onboard you on a journey of lifetime!

You would change the life of many by being our **Personal Trainer**.

We would now start the work-warm up before you actually "bend it like Beckhams" for us!! Meanwhile please review us & the formal offer as it shall have crucial information about how we shall compensate & benefit you on this roller coaster we call #iamgritfit!

GRITFIT graces only full-time positions for you as **Personal Trainer**, gearing up from **1st March 2022** at GRITFIT, **Sinhagad Road**.

In this position, GRITFIT is offering to start you at Rs. **1,68,000** per annum with Monthly Incentives as per Company Norms and 10% Monthly TDS Deduction (Refundable).

We are out and out excited to have you as our arm in strength. We utterly hope that even you would relish your role & would smash the growth for both of us.

Committing to change lives & honour more GRIT in our endeavours!

Excitingly Yours,

Ajinkya Chavan

Founder & MD

GRITFIT


Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (B.L.) Pune - 411 042

Star Bells Showroom, B Wing, Behind Navaidyam Restaurant, Sinhagad Road, Pune - 411 042.
Email: gritfitpune@outlook.com, Mob - 9009006975



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LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: 04/11/2023

Mahadevi Shahu Naraynakar
W/O Shahu Naraynakar, dhor galli, ta-north,
Solapur, 413002

Subject: Offer Letter

Dear Mahadevi Shahu ,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Relationship Manager - PSF-NTB, Balic Direct in Band GB2 A at Bajaj Allianz Life Insurance Company Limited (BALIC).

- 1. You shall be based at Pune-1 .
- 2. You will report to Pritam Jain.
- 3. The proposed compensation details are attached in "Annexure A"

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining

We would expect you to join latest by 04/12/2023. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- a) Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- b) Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.

Authorized Signatory

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawade, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789

Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com

CIN: U68010PN2001PLC015959

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



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LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

ANNEXURE A: CTC Break Up**COMPENSATION BREAK UP SHEET**

Date: 04/11/2023

Name:	Mahadevi Shahu Naraynakar		
Department:	PSF-NTB		
Designation:	STM		
Band:	GB2 A		
Location Code:	Pune-1	Location: Pune-1	
S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	8,400.00	100,800.00
2	Minimum HRA	4,200.00	50,400.00
3	Conveyance Allowance	0.00	0.00
4	Telephone Allowance	2,000.00	24,000.00
5	Statutory Bonus	1,680.00	20,160.00
6	Flexible Benefits -	10,308.00	123,696.00
7	Company's Provident fund contribution	1,800.00	21,600.00
8	Gratuity as per the Act	404.00	4,848.00
9	Total Fixed	28,792.00	345,504.00
	Total Fixed CTC in Words	345,504.00(Three Lacs forty five thousand Five hundred and four only)	

Bajaj Allianz Life Insurance Company Limited
 Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411008 | Tel: +91-20-66026777 | Fax: +91-20-66026788
 Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
 CIN: U66010PN2001PLC015959

Wal
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/3, Ambegaon (Bk.), Pune - 411 043



Page 2 of 12

PARANJAPE SCHEMES (CONSTRUCTION) LIMITED
 'PSC House', CTS No. 111+111/2, Anand Colony, Off. Prabhat Road,
 Dr. Ketkar Marg, Erandawane, Pune-411 004, Maharashtra, India.
 Tel.: +91 20 2544 0986 | Fax: +91 20 2544 0986



24th April 2023

Ms. Purva Newaskar
 Pune,

Madam,

Offer Letter

This refers to your application sent to us. We have pleasure in appointing you as **Management -Trainee** in our organization at Pune.

We would appreciate your joining at your earliest but not later than **2nd May 2023**. Your appointment with us is subject to you being found medically fit. Your appointment letter will be issued to you at the time of joining.

Following documents are to be submitted at the time of joining. Kindly carry original documents for verification:

- Copy of educational certificates-S.S.C/ H.S.C. / Degree / Diploma /Post Graduation mark sheets and certificates.
- Copy of Pan Card, Driving License, Passport.
- Copy of address proof - Ration card, Electricity bill.
- Copy of relieving letter, work experience letters and latest salary slip of previous employer/s
- Aadhar Card
- Four passport size latest colour photographs

We welcome you and look forward to your joining our organization.

Thanking you,

Yours faithfully,
for Paranjape Schemes (Construction) Limited

Sudhir Kulkarni
 Asst. Vice President – Group HR

(Handwritten Signature)
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegeon (Bk.), Pune - 411 041



ManpowerGroup Services India Pvt. Ltd.
5/2 36/ A/1A, 10/Floor,
Second Main Road, Hitech,
Indira Palace, Connaught Place
New Delhi - 110029

DN: 50021021,ou=hr@mgindia.com

Tel: 011-26104200
www.manpowergroup.com

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Private & Confidential

September 21, 2022

Deepali Keshavrao Paikrao
E-1, 12 L and T Housing Complex,
New Magdalla, Surat,
Gujurat - 395007
India

OFFER OF EMPLOYMENT

Dear Deepali,

With reference to your application and subsequent interview, we are pleased to offer you the position of **Associate Consultant – Talent Acquisition** with **ManpowerGroup Services India Pvt. Ltd.** We believe you will find this position to be challenging and rewarding.

On the day, that you begin your employment with ManpowerGroup India you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information confidential and seek your agreement not to become associated with a competitor of ManpowerGroup for a specified period after the end of your employment with ManpowerGroup India.

The following confirms our arrangements regarding your employment with ManpowerGroup India:

Date of Joining, Compensation and Grade

You are expected to join the company on or before **September 26, 2022**. Your gross pay is **INR 3,00,000/-** per annum (detailed in **Annexure 'A'**) in **Grade – 9**.

Variable/Incentive

Incentive pay will be based on individual and company performance.

Function

You will primarily be responsible for the recruitment related activities and are expected to work according to targets identified by the company. You may be assigned additional responsibilities from time to time.

Posting & Transfer

The position is transferable and may require you to be posted at any of the company's offices in the country. For the present, however, you will operate from our office **Pune**.

Personal Accident and Mediclaim

You entitlement as per stated limits & validity of the policy:

- a) Group Personal Accident - Sum insured of **INR 500,000/-**
- b) Group Mediclaim Insurance Coverage – Sum Insured of **INR 300,000/-** - For Self, Spouse, and Children.


Director

S.K.N. Singh School of Business Management
S. No. 10/1, Ambrosia (Gk), Pune - 411 041



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02-Aug-2023
Aadarsh Satish Paliwal
6, Indraprastha Nagar, Shivaji Nagar
Maharashtra-425001

Dear Aadarsh,

Congratulations!

With reference to your application and subsequent discussions you have had with us, we are pleased to extend to you this offer of employment in Equitas Small Finance Bank Ltd. Upon acceptance of this offer and on your appointment with the bank, you shall be designated as **Personal Banker** in Grade **EB02-AM I** based at **Indrayani Nagar, Pune**. The break-up of the proposed Annual Cost to Company (CTC) is given in **Annexure 1**.

This CTC is subject to review on a periodic basis based on your and the bank's performance and other criteria as may be decided by the bank from time to time. You may be entitled to variable pay based on your role, your performance and overall performance of the bank. The same shall be communicated specifically in writing. Any such variable pay is subject to necessary approvals from the management of the bank. All payments made to you are subject to deduction of taxes and any other statutory deductions as may be applicable from time to time as per existing laws.

You shall be on probation for a period of 6 (six) months from the date of your employment. Your probation may be extended by a maximum period of 3 (three) months if your performance during the probation period is not satisfactory. During the probationary period, either you or the bank may terminate your employment by giving 90 (Ninety) days' notice in writing.

The Bank at its sole discretion may consider adjusting salary (notice pay) in lieu of notice period. Post completion of the probation period and based on satisfactory performance, you will be confirmed in the services of the bank. As a confirmed employee, either you or the bank may terminate your employment by giving 90 (ninety) days' notice in writing.

You shall devote your whole time and attention exclusively to the business and affairs of the bank and not engage either directly or indirectly in any business or activity in any capacity, either full time or part time, except with the specific written consent of the organization.

This offer and employment subsequent to your acceptance of the terms in this letter is made to you subject to the following:

- The bank receiving satisfactory feedback from at least two professional references from your previous organizations, with one referee being your reporting manager from any of your previous employers.
- Self-declaration of sound health and medical fitness.
- Submission of documents as given in Annexure 2.


Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk), Pune - 411 041



ANNEXURE 1

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed CTC (A)	29167	350004
Provident Fund Employer Contribution	1800	21600
Flexi Benefits	4867	58404
HRA	7500	90000
Basic	15000	180000
Total CTC	29167	350004

Please Note :

- 12% of Basic shall be deducted towards PF contribution of the Employee as per Employee's Provident Funds and Miscellaneous Provisions Act 1952.
- Profession Tax shall be deducted as per the PT Act 1975 wherever applicable depending on each state.
- Income Tax shall be deducted as per Income Tax Act prevalent wherever applicable.
- Gratuity shall be payable as per payment of Gratuity Act 1972.
- You shall be covered under the Group Medical Insurance Policy of the bank.
- Subject to fulfillment of conditions as laid down by the bank from time to time, you shall be eligible for staff loans.
- In addition to the above, we are pleased to offer you a one-time retention bonus of Rs. 50,000 payable after completion of 1 Year in the bank, in 1 equal tranches of 50,000 each in 1st October 2024. Kindly note that in an unlikely event of you resigning within 6 months post receiving the retention bonus, there would be recovery of 100% of the bonus amount. In case you chose to leave the bank between 6-12months post receiving the retention bonus, there would be a recovery of 50% of the bonus amount.

Authorized Signatory

For Equitas Small Finance Bank Ltd,

Pallab Mukherji

Chief People Officer

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

(Aadarsh Satish Pallwal)

Date: 02-Aug-2023

Disclaimer: This is an electronically generated offer and does not require a signature.


Director

S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegaon (Wk.), Pune - 411 042



FinDestination

FinDestination
Destination For All Finance Needs

Vikas Ashok Palve

Date: 10/07/2023

Dear Vikas,

With reference to your interview dated 08/07/2023 We are pleased to offer you the post of Sales Executive at our organization.

Your joining date is confirmed at 10/07/2023 as per the following terms and conditions.

- You are entitled to a CTC of 550000 p.a. INR;
 Fixed Salary: 350000 p.a.
 Performance Based Incentive; 150000 p.a.
 Performance Based Bonus : 50000 p.a.
- You agree to comply with terms and conditions of Appointment.
- You agree to submit with us a signed copy of Marksheet, Pan Card, Adhar Card as well as Passport size Photograph and also bring the originals for verifications.

This is a Full time position. You will be in probation period of 3 months from the date of joining. That means that either you or Findestination are free to end the employment relationship at any time with or without notice during this tenure.

We look forward to a mutually rewarding professional relationship with you.

For Findestination

 Rakesh Mishra


 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



765407091/8007119010
 akesh@findestination.com
 www.findestination.com

5th floor, 502, Gagan Uno, Opposite
 opposite Vohuman Cafe, Dhole Patil Road
 Pune, Maharashtra, 411001



Date: 10 January, 2023
Ref No.: SBIGIC/HR/OF/22-23/0271

Mr. Pankaj Mahendra Pandav
Sinhgad Management Institute, Pune
Mobile No. – 9421128363

Dear Pankaj Mahendra Pandav,

Offer Letter:

We are pleased to offer you the position of **Executive** in the grade of **Executive Trainees** in SBI General Insurance Co. Ltd.

1. The Potential Annual Compensation offered to you would be **Rs. 360000/- (Three Lakhs Sixty Thousand Only)**. This will be an all-inclusive cost to the company (CTC) for availing your services with **Fixed Component of Rs. 300000/- and approximate Performance Linked Bonus of Rs. 60000/-**
2. We will communicate your posting location, date of joining and other details in due course. However, the company reserves the right to utilize your services at any other place within or outside the country and at its sole discretion, reserves the right to extend the joining date in case of an exigency.
3. This is a provisional offer. We will issue a Letter of Appointment subject to completion of following formalities:
 - i) Actual production of Final Year mark-sheet and degree certificate upon your joining the Company
 - ii) Actual production of original documents and certificates regarding educational qualifications, work experience, remuneration, identity, and references.

SBI General Insurance Company Limited
Corporate & Registered Office: 9th Floor, A & B Wing Fulcrum Building, Sahar Road, Andheri East, Mumbai 400099 | CIN: U66000MH2009PLC190546 | Tel.: +91 22 42412000 | www.sbigeneral.in | Logo displayed belongs to State Bank of India and is used by SBI General Insurance Co. Ltd. under license - IRDAI Registration Number 144

Wet
Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Ok.), Pune - 411 041



Salary Annexure**CTC Structure**

As per Standard CTC Formula	Annual
Basic	1,44,000
HRA	21,600
Statutory Bonus	11,995
Special Allowance	93,882
Employer Provident Fund	21,600
Gratuity	6,923
Fixed CTC	3,00,000
*Performance Linked Bonus	60,000
Total CTC	3,60,000

*The Performance Linked Bonus mentioned is Approximate and subjected to Individual and Company's performance.

Other Benefits *	Eligible Cover
<p>Mediclaim Insurance Cover:</p> <p>Hospitalization expense which requires 24 hours hospitalization for Self, Spouse, Parents (partial contribution from the employee) & up to 2 dependent children (below 25 years of age) is payable on a family floater basis.</p> <p>Specified Day Care Treatment which does not require 24 hours hospitalization is also payable.</p> <p>Maternity Benefit, new born baby and Pre-existing illnesses covered from the day of joining.</p>	Rs. 3.00 Lakh
<p>Group Personal Accident Insurance cover:</p> <p>All employees are covered 24 hours, under this policy. The policy covers an employee in the event of bodily injury due to an accident. It also covers temporary or permanent disability caused due to the accident.</p>	Rs. 30 Lakh
<p>Group Term Life Insurance cover:</p> <p>Group Term Life is payable to the nominee of the deceased employee in case of unfortunate event of natural death.</p>	Rs. 20 Lakh

SBI General Insurance Company Limited

Corporate & Registered Office: 9th Floor, A & B Wing Fulcrum Building, Sahar Road, Andheri East, Mumbai - 400099 | CIN: U66000MH2009PLC190546 | Tel.: +91 22 42412000 | www.sbigeneral.in Logo displayed belongs to State Bank of India and is used by SBI General Insurance Co. Ltd. under license - IRDAI Registration Number 144

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





OFFER DOCUMENT

Date:27-Dec-2022

Dear Ashish Patil,

Pune,

On behalf of "BlueStone Jewellery And Lifestyle Pvt. Ltd.", I am very pleased to offer you a position as **Sales Executive**. The purpose of this letter is to summarize the terms of your full-time position with the company.

Other terms and conditions are mentioned as below:

Start Date:

Your employment with the Company will begin no later than **09-Jan-2023** and will continue in accordance with terms of this offer letter.

Remuneration:

Your annual remuneration on a cost-to-company (CTC) will be **INR 300024/-p.a.**

- For detailed Salary break-up please refer to the **Enclosure I**.
- Gratuity and medical insurance as per company policy.

Location:

The base location of your job will be **Pune**. You may need to travel in India or abroad, if necessary to enable you to perform your work in accordance with your employment.

This job offer is contingent to successful completion of:

1. Background Verification
2. CIBIL Check

Kindly confirm your acceptance by signing a copy of this letter and returning it to us. This offer letter is valid for 7 days from the date of issuance and you are required to confirm in writing your acceptance within this 7 days period. You can also confirm your acceptance through an email.

All other terms and conditions will be governed by the Company's policies as stated from time to time. Congratulations and welcome to **BlueStone** to join the team on this journey.

For **BlueStone Jewellery and Lifestyle Pvt. Ltd.,**



Kiran Narayan Dhanoid
Deputy Manager - Human Resource

(Signature)
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambhagion (Rk.), Pune - 411 004

Enclosure 1

BLUESTONE

BlueStone Jewellery and Lifestyle Pvt. Ltd.

Plot No. 89/2 Laxmi Kutha Arcade, Mundeetal Village, Outer Ring Road, Maharashtra - Bangalore - 560037
+91 80 6341 1564 - statutorycompliances@bluestone.com - www.bluestone.com - CIN: U72900GJ4208190259018
Mumbai Office: 209, Dhoreak Plaza, Kalyanesh Road, Malvi, Andheri East, Mumbai - 400 089, Maharashtra - +91 22 408 7776



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Ashish Patil

Particulars	Per Month	Per Annum
Basic	10865	130380
HRA	5433	65196
Special Allowance	2533	30396
Fixed Salary	18831	225972
Statutory Bonus	2900	34800
Gross Salary (1)	21731	260772
Company Benefits		19296
Employer's Contribution to PF	1608	6276
Gratuity	523	13680
Medical Insurance	1140	39252
Total benefit (2)	3271	300024
Cost to Company (1+2)	25002	300024

You will be benefited with Mediclaim policy of sum insurance 4 lakhs floater plan covering you & your direct dependents. Personal accident coverage will be 15 lakhs. Term Life Insurance is 15 lakhs.

For BlueStone Jewellery and Lifestyle Pvt. Ltd.,


Kiran Narayan Dhamdhi
Deputy Manager - Human Resource


Director

S.K.N. Sinhgad School of Business Management
S. No. 30/1, Ambegaon (Bk.), Pune - 411 002



BLUESTONE

BlueStone Jewellery and Lifestyle Pvt. Ltd.

Site No. 89/2 Lower Khera Road, Marhokale Village, Outer Ring Road, Maharashtra 1, Bangalore - 560037
+91 80 6704 1564 statutorycompliance@bluestone.com www.bluestone.com Ch. LG 2600020 (P) CD 3810
Mumbai Office: 302, Charanik Plaza, Malabar Road, Mand, Andheri East, Mumbai - 400 028 Maharashtra +91 22 4028 774



PRIVATE AND CONFIDENTIAL

Reference No. - 1384028512

Applicant ID - 3917697

30-May-2021

Gaurav Patil

Dear Gaurav,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Director

S.K.N. Singhad School of Business Management
S. No. 10/1, Ambegaon (Blk.), Pune - 411 043

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

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

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





JOINING FORMALITIES

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

The login credentials are provided below:

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

Username: Registered email id or Applicant id

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

Following documents (xerox copies) are required to be uploaded:

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

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

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

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

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

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




Remuneration Details

Name : Gaurav Patil

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	11,675	1,40,100
Superannuation Allowance **	1,350	16,200
Total	26,525	3,18,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total CTC	29,075	3,48,900
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	33,575	4,02,900

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

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

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

Date : 30-May-2021

Digitally signed by AMIT PRAKASH

Date: 2021.05.30 11:50:53 +05:30

Reason: Offer Letter

Location: Mumbai

Director

 S.K.N. Singhad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

ICICI Bank Limited

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

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

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


159



30-07-2023
Nilesh bhatu patil
At post tonde, shirpur
-425421

Dear Nilesh,

Congratulations!

With reference to your application and subsequent discussions you have had with us, we are pleased to extend to you this offer of employment in Equitas Small Finance Bank Ltd. Upon acceptance of this offer and on your appointment with the bank, you shall be designated as **Business Development Officer** in Grade **EB01 - Officer - II** based at **Dhule**. The break-up of the proposed Annual Cost to Company (CTC) is given in **Annexure 1**.

This CTC is subject to review on a periodic basis based on your and the bank's performance and other criteria as may be decided by the bank from time to time. You may be entitled to variable pay based on your role, your performance and overall performance of the bank. The same shall be communicated specifically in writing. Any such variable pay is subject to necessary approvals from the management of the bank. All payments made to you are subject to deduction of taxes and any other statutory deductions as may be applicable from time to time as per existing laws.

You shall be on probation for a period of 6 (six) months from the date of your employment. Your probation may be extended by a maximum period of 3 (three) months if your performance during the probation period is not satisfactory. During the probationary period, either you or the bank may terminate your employment by giving 90 (Ninety) days' notice in writing.

The Bank at its sole discretion may consider adjusting salary (notice pay) in lieu of notice period. Post completion of the probation period and based on satisfactory performance, you will be confirmed in the services of the bank. As a confirmed employee, either you or the bank may terminate your employment by giving 90 (ninety) days' notice in writing.

You shall devote your whole time and attention exclusively to the business and affairs of the bank and not engage either directly or indirectly in any business or activity in any capacity, either full time or part time, except with the specific written consent of the organization.

This offer and employment subsequent to your acceptance of the terms in this letter is made to you subject to the following:

- The bank receiving satisfactory feedback from at least two professional references from your previous organizations, with one referee being your reporting manager from any of your previous employers.
- Self-declaration of sound health and medical fitness.
- Submission of documents as given in Annexure 2.



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Director
S.K.M. Sinhgad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 041

ANNEXURE 1

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed CTC (A)	20968	251604
Provident Fund Employer Contribution	1560	18719
HRA	6408	76890
Basic	13000	155995
Total CTC	20968	251604

Please Note :

1. 12% of Basic shall be deducted towards PF contribution of the Employee as per Employee's Provident Funds and Miscellaneous Provisions Act 1952.
2. Profession Tax shall be deducted as per the PT Act 1975 wherever applicable depending on each state.
3. Income Tax shall be deducted as per Income Tax Act prevalent wherever applicable.
4. Gratuity shall be payable as per payment of Gratuity Act 1972.
5. You shall be covered under the Group Medical Insurance Policy of the bank.
6. Subject to fulfillment of conditions as laid down by the bank from time to time, you shall be eligible for staff loans.

Authorized Signatory

For Equitas Small Finance Bank Ltd,

Pallab Mukherji**Chief People Officer**

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

(Nilesh bhatu patil)

Date: 30-07-2023

Disclaimer: This is an electronically generated offer and does not require a signature.

DirectorS.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

02-08-2023

Rohit Bhaidas Patil

Maharashtra-425410

Dear Rohit,

Congratulations!

With reference to your application and subsequent discussions you have had with us, we are pleased to extend to you this offer of employment in Equitas Small Finance Bank Ltd. Upon acceptance of this offer and on your appointment with the bank, you shall be designated as **Relationship Officer** in Grade **EB02-AM I** based at **Dhule**. The break-up of the proposed Annual Cost to Company (CTC) is given in **Annexure 1**.

This CTC is subject to review on a periodic basis based on your and the bank's performance and other criteria as may be decided by the bank from time to time. You may be entitled to variable pay based on your role, your performance and overall performance of the bank. The same shall be communicated specifically in writing. Any such variable pay is subject to necessary approvals from the management of the bank. All payments made to you are subject to deduction of taxes and any other statutory deductions as may be applicable from time to time as per existing laws.

You shall be on probation for a period of 6 (six) months from the date of your employment. Your probation may be extended by a maximum period of 3 (three) months if your performance during the probation period is not satisfactory. During the probationary period, either you or the bank may terminate your employment by giving 90 (Ninety) days' notice in writing.

The Bank at its sole discretion may consider adjusting salary (notice pay) in lieu of notice period. Post completion of the probation period and based on satisfactory performance, you will be confirmed in the services of the bank. As a confirmed employee, either you or the bank may terminate your employment by giving 90 (ninety) days' notice in writing.

You shall devote your whole time and attention exclusively to the business and affairs of the bank and not engage either directly or indirectly in any business or activity in any capacity, either full time or part time, except with the specific written consent of the organization.

This offer and employment subsequent to your acceptance of the terms in this letter is made to you subject to the following:

- The bank receiving satisfactory feedback from at least two professional references from your previous organizations, with one referee being your reporting manager from any of your previous employers.
- Self-declaration of sound health and medical fitness.
- Submission of documents as given in Annexure 2.



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Director

S. K. N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Mk.), Pune - 411 041

ANNEXURE 1

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed CTC (A)	29167	350004
Provident Fund Employer Contribution	1800	21600
Flexi Benefits	4867	58404
HRA	7500	90000
Basic	15000	180000
Total CTC	29167	350004

Please Note :

- 12% of Basic shall be deducted towards PF contribution of the Employee as per Employee's Provident Funds and Miscellaneous Provisions Act 1952.
- Profession Tax shall be deducted as per the PT Act 1975 wherever applicable depending on each state.
- Income Tax shall be deducted as per Income Tax Act prevalent wherever applicable.
- Gratuity shall be payable as per payment of Gratuity Act 1972.
- You shall be covered under the Group Medical Insurance Policy of the bank.
- Subject to fulfillment of conditions as laid down by the bank from time to time, you shall be eligible for staff loans.

Authorized Signatory

For Equitas Small Finance Bank Ltd,

Pallab Mukherji**Chief People Officer**

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

(Rohit Bhaidas Patil)

Date: 02-08-2023

Disclaimer: This is an electronically generated offer and does not require a signature.

DirectorK.N. Sinhgad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 041

+91 703 054 2288
www.craveinfotech.com
hr@craveinfotech.com



Date: 1st September 2023

To,

Ms. Shraddha Patil
Address: A/16 Dr. Dwarkanath Kotnis Nagar Vijapur Road Solapur

Mobile: 9175941717
Email ID: shrubsp198@gmail.com

Dear Shraddha,

Crave InfoTech & Consultancy Services Pvt. Ltd. (The "Company") hereby confirms your Association with Company as Sales and Marketing Executive reporting to the respective reporting manager in Crave InfoTech. Your roles and responsibilities are listed in Annexure I on the following terms and conditions:

Compensation: Your annual CTC will be INR 400000/- (Rs Four Lakh Only) including variable pay of INR 40000/- (Rs Forty Thousand Only) as per the details given in the attached Annexure I. This amount is the total Cost-to- Company that will be allocated amongst base salary, allowances, bonus, medical and deductions (Provident fund contribution, Professional Tax and TDS based on the tax slab)

Benefits: As a regular employee of the Company, you will be eligible to participate in the Company's standard employee benefit package. You will be eligible for vacation benefits per company's vacation policy. Your base work location will be Pune, India

Probationary Period: You shall initially be under probation for a period of 3 months from the date of your joining which may be extended in case there is performance issue.

During the tenure of your service with the Company, you are prohibited from undertaking any other employment whether on a full or part-time basis and from engaging in any trade or business or contract or avocation or honorary work anywhere, without the prior permission of the Company. Contravention of this condition will result in termination of your services with the Company without any notice.

- 1) This agreement shall be effective on the first day of association after completion of registration process, and will continue unless sooner terminated in accordance with paragraph 7. We will advise of the joining date when these processes have been completed and establish a start date.
- 2) Associate agrees to devote his or her best efforts to provide services under this Agreement to Client(s) of Company ("Clients") on behalf of Company, in accordance with the Company's reasonable directives as communicated to him/her from time to time. During the term of this Agreement, Associate may engage (with prior written approval of the company) in other business or professional activity provided it is not done during his or her/her normal working hours with Company or at Company or any Client's place of business or with use



Director

Crave InfoTech & Consultancy Services Pvt. Ltd.
Software Technology Parks of India, P-1, Unit 2-A, Rajiv Gandhi InfoTech Park, MIDC, Hinjewadi Phase-I, Pune-411057, INDIA.
Sinhgad School of Business Management, Ambegaon (Bk.), Pune - 411 041

Annexure I

Ms. Shraddha Patil has been appointed by Crave InfoTech and Consultancy Services Pvt. Ltd. to perform the role as Sales and Marketing Executive. The working hours will be determined by the management as per the company requirement.

Responsibilities:

Your KPI's and KRA's are listed below. Please note these may change on an annual basis.

Cost to Company Breakup (Per Annum in INR):

Salary Components	Details	Monthly	Yearly
Fixed Component- A			
Basic Salary	40% of CTC	12000	144000
House Rent Allowance	40% of Basic Salary	4800	57600
Conveyance	Rs 1,600 / Month	1600	19200
Medical Reimbursements	Rs 1,250 / Month	1250	15000
Internet allowance	Rs 1000/ month	1000	12000
Employer's Contribution to PF	P.F. (As per government rule)	1440	17280
Special Allowance	Balancing Figure	7910	94920
Gross Earning		30000	360000
Variable Component - B		₹ 0	
Annual Bonus	Paid as per individual contractual agreement	0	0
Performance Bonus	Paid as per individual contractual agreement	3333	40000
Allowance	Paid as per individual contractual agreement	0	0
Total Annual CTC		33333	400000
Deductions			
Total Contributions to PF	PF (As Per Government Rule)	2880	34560
Gratuity	As per the Gratuity Act	577	6923
Professional Tax	PT (As Per Government Rule)	208	2500

Please Note - Take Home salary is subject to PF, PT, TDS & Other Required Deductions as per Government Rules

Crave InfoTech & Consultancy Services Pvt. Ltd.
Software Technology Parks of India, P-1, Unit 2-A, Rajiv Gandhi InfoTech park,
MIDC, Hinjewadi Phase-1, Pune-411057, INDIA.

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



Reference: Persistent/Academic Intern/2163434/0.2

Internship Offer Letter
Confidential

14th February 2023

Miss Nandini Rajurkar
2nd Last House, 1st Lane From KGN Ayurvedic Clinic, Near Stanza Living, CNG Pumpbehind Katraj dairy near narayani dham mandir , Katraj pune, Shriram Nagar, Dhankawadi, Pune, Maharashtra 411046, India Pune 411046

Dear Nandini,

Subject:Your engagement as an Academic Intern with Persistent

With reference to your application for industrial training with us, and the subsequent selection process, we are pleased to inform you that you have been selected as an **Academic Intern** at grade 0.2 with Persistent Systems (Company). This offer is made to you as part of your Academic Curriculum.

The duration of the internship will be for a period from February 15, 2023 to August 14, 2023.

During the internship period you will be paid a consolidated monthly stipend of Rs. 15,000 per month. You will also be eligible for benefits such as free lunch, snacks, tea and coffee during your internship period.

All terms and conditions in this document, read with any other document specifically referred herein and incorporated hereto by such reference, collectively shall constitute the entire understanding between the Academic Intern and the Company.

Company does not assure you or commit (a) any extension of this internship beyond the period stipulated under this letter and/or offer you employment with Company and/or absorb you as an employee of the Company in future. Unless otherwise specifically agreed in writing by Company, there shall be no employee-employer relationship between you and Company.

1. Working days

Normal working days for Company are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other weekly off day. The normal working hours are forty five hours per week.

2. Holidays and Leaves

You will not be eligible for any leave or compensatory off during internship period.



Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegann (Rtd.), Pune - 411 051

3. Termination of Internship

The internship can be terminated with one week notice or stipend (if you are eligible for stipend under this letter), in lieu of the notice period on either side.

The Company can terminate your internship without any notice period in case the internship is terminated on grounds of:

- i. Breach of confidentiality or IP related obligations
- ii. Violation of law
- iii. Gross Misconduct
- iv. Material breach of Company policy.

In such event, the Company will not be liable to pay stipend (if payment is otherwise stipulated in this letter) in lieu of notice period.

In case the last day of your internship falls on a non-working day, your last day of internship shall be the immediate previous working day.

The internship period can be terminated by whatsoever reasons by either party by giving one week notice period.

4. Dispute Resolution

In case of any dispute or disagreement in relation to the terms of this offer or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement. In case you and Company fail to settle the dispute/ disagreement amicably, the same may be exclusively referred to arbitration in accordance with the provisions of Arbitration and Conciliation Act, 1996 at Pune. Each party shall bear its own costs for arbitration.

Please contact Rajeshwari Joshi (Ph. No.020-66965038) on the date of joining. We request you to report at 9 am at the address mentioned below for completion of joining formalities.

Pune

Rigveda-Yajurveda-Samaveda-Atharvaveda Plot No. 39, Phase I, Rajiv Gandhi Information Technology Park, Hinjawadi, Pune, Maharashtra, India 411057.

5. Documents required at the time of joining

At the time of joining, the following original certificates/documents along with one photocopy should be furnished. Original certificates/documents will be returned to you after verification.

Sr. No	Description
1	Certificates of educational qualification - SSC (10th Equivalent), School leaving, HSC (12th equivalent).
2	Certificate of Graduation/Post Graduation and Mark Sheets
3	2 recent passport size color photographs
4	Photo-attested bonafide certificate from college Principal



Director

N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

LETTER of INTENT

107
Date – 29
December
2022

Pune

Dear shubham sudhakar Rao Rajurkar,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

HDFC Bank Ltd.

Applicant No.80068199

Name : Swaraj Popatrao Raskar		
Grade : Trainee		
Vertical : RETAIL BRANCH BANKING		
Location : Pune		
Contact No : 9561680141		
	Per Month (Rs)	Per Annum (Rs)
Base	6,535	78,420
Allowance	9,700	1,16,400
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		21,600
Gross	19,995	2,61,540

Welcome to the HDFC Bank family.

Applicant No. 80068199



Wal
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (H.) Pune - 411021

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.
Corporate Identity No.: LG5920MH1094PLC080018



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

Personal & Confidential

80068199

Swaraj Popatrao Raskar

Pune

Dear Swaraj,

Further to the interview and discussion you had with us, we are pleased to offer you the position of CUSTOMER EXPERIENCE EXECUTIVE-HNW in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 78,420/- p.a.
Allowance	: Rs. 1,16,400/- p.a.
Medical	: Rs. 15,000/- p.a.
Conveyance	: Rs. 19,200/- p.a.
Lunch Allowance	: Rs. 10,920/- p.a.
Provident Fund	: You will be covered under the Provident Fund Act. The Bank shall contribute 12% of your base salary towards provident and pension funds in accordance with applicable laws.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be Pune. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Applicant No. 80068199

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65926MH1994PLC080618



Val

Director

S.K.N. Sinhgad School of Business Management
S. No. 1Q/4, Ambegaon (Bk.), Pune - 411 043

Scanned with OKEN Scanner



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

- a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.
- b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.
- c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.
- d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.
- e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.
- f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CHRO provided the nature of work is such that she may work from home.

Crèche facility:

- a) The Bank will provide crèche facility in line with regulatory guidelines. The offices / locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Applicant No. 80068199

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www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.
Corporate Identity No.: L65920MH1994PLC080618

Director

S.K.N. Sinhgad School of Business Management
S. No. 1Q/4, Ambegaon (Bk.), Pune - 411 043





Offer Letter

Dear Ankit,

This is in reference to your application with us for the position of Associate- Business Development with SEEDWILL CONSULTING PRIVATE LIMITED for Pune Location.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and agreed. Your Date of Joining will be 3rd Oct, 2023. Your Total Annual Remuneration would be INR 5,55,500 Annually.

You are required to submit copies of the following documents on the DOJ:

- Passport size photographs
- Pan Card
- Aadhar Card
- Service Certificates of last two employments
- Educational Qualification Certificates
- Relieving letter and Experience Certificate from your present employer
- Copy of permanent and temporary address proof
- Scanned Copy of your Cancelled Cheque

Terms & Conditions of Employment

- Your work in the organization will be subject to the rules and regulations 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. Policies or Procedures will be issued by the company from time to time and will be auto accepted.

We shall appreciate your confirmation of acceptance on the above mention terms & conditions in next 48 Hours.

We are excited to have you in our team! Please feel free to reach out to us for any concern

Please Note- This offer and your employment is conditional upon positive past employment verification. The Company reserves the right to withdraw this offer in case of unsatisfactory background verification.

Thanks & Regards,

Roma Lall
Lead - HR
SEEDWILL CONSULTING PVT LTD

ANKIT J SARKAR

[Handwritten signature]

[Handwritten signature]

Director

K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 043



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Level 4 North Avenue, Maker Square,
Bandra Kurla Complex, Bandra (East), Mumbai - 400050
Sanford C. Bernstein (India) Private Limited
T: +91 22 4402 1491

Private and Confidential

Addressee Only

MAYUR SALVE

Ashirwad Building, Near Mahindra Market, Nilgiri Road, Katraj

Pune

411046

India

April 17, 2023

Dear MAYUR,

We are delighted to formally offer you employment with Alliance Bernstein Business Services Private Limited ("ABBSPL" or "the Company") on the following terms. The Company reserves the right to transfer you to a group company of Sanford C. Bernstein (India) Private Ltd. You will be given reasonable notice of any such change.

This letter constitutes your employment contract. Other terms and conditions applicable to your employment can be found in the Employee Handbook and on the Human Capital Intranet, which may be amended by the Company from time to time. Neither the Employee Handbook nor the Human Capital Intranet form part of your employment contract, although they may contain policies with which you are required to comply.

All compensation and benefits mentioned in this letter are contingent upon your continued employment with the Company and are subject to appropriate withholdings.

This offer is subject to our receiving satisfactory confirmation of your academic, prior employment, and other references. Your employment is subject to our determination that your duties at Alliance Bernstein will not violate any agreements you may have made with any previous employer.

1. JOB TITLE

1.1 Associate Portfolio Manager - Analyst. The Company reserves the right to change job titles and duties as necessitated by business needs upon giving you reasonable notice.

2. COMMENCEMENT OF EMPLOYMENT

2.1 Your employment with the Company shall commence on or around June 5, 2023, and shall, subject to the provisions hereinafter contained on earlier termination, including but not limited to clause 11, continue until terminated by either party giving to the other not less than 3 months' prior notice in writing.

2.2 You will be expected to work such additional hours as may be required to fulfil your responsibilities. There will be no additional payment or time off in lieu for hours worked in excess of your normal

Sanford C. Bernstein (India) Private Limited
Registered Office: Level 4, 4 North Avenue, Maker Square,
Bandra Kurla Complex, Bandra (East), Mumbai 400051
www.scb.com



Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



hours of work. The Company reserves the right to change your normal hours of work according to the requirements of its business upon giving you reasonable notice

3. **WORKING LOCATION**

3.1 6th Floor, WeWork World Trade Center, Tower 5, 1 Kharadi, opp. EDN Free Zone, MIDC, Knowledge Park, Pune, Maharashtra, India, but the Company reserves the right to require you to work at any other location in India at which it may, from time to time, have an office and it is a condition of your employment that you conform with that requirement. You will be given reasonable notice of any such change. Relocation assistance, if any, will be provided at the Company's discretion pursuant to its prevailing relocation practices.

4. **PROBATIONARY PERIOD**

4.1 The first three months of your employment with the Company is a probationary period ("the Probationary Period"). During the Probationary Period, your performance will be assessed in line with normal Company guidelines. The Company reserves the right to terminate your employment during the Probationary Period upon 1 week notice or payment in lieu by the Company (calculated on the basis of your salary) or if, in its opinion, any aspect of your performance is not to the required standard. The period of notice in this clause shall not apply in the case of termination without notice for serious misconduct. The Company reserves the right to extend your Probationary Period.

5. **REPORTING MANAGER**

5.1 You will report to, Vishnu Kawade, AQ/Private Wealth PMG Manager or his authorised deputy, but the Company reserves the right to change the person to whom you report if it considers it necessary to do so. The Company reserves the right to transfer you to a subsidiary or affiliate of the Company at any time on the terms and conditions of any such subsidiary or affiliate.

6. **DUTIES & ETHICS**

6.1 As Associate Portfolio Manager-Analyst of the Company, you undertake to faithfully and diligently perform and discharge such duties, tasks and exercise such powers in relation to the businesses of the Company and its related corporations (collectively, the "Group") or any of them as your reporting manager may from time to time assign or vest in you.

6.2 In the discharge of your duties and in the exercise of your powers, you shall observe and comply with all rules, regulations, policies, procedures and directions from time to time made by the Company and use your best skills and endeavors and maintain at all times high standards of professionalism, integrity and efficiency to further the businesses and interests of the Group.

6.3 You shall devote the whole of your time and attention during normal business hours to the duties of your office and conform to such hours of work as may from time to time reasonably be required of you without being entitled to receive any remuneration for work performed outside normal business hours.



Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 043

174



Level 4, North Avenue, Noida, India
Banda Kula Complex, Banda (East), Mumbai 400031
Banda Kula Complex, Banda (East), Mumbai 400031
T: +91 22 6832 1400

- 6.4 In pursuance of your duties hereunder, you will be required from time to time to perform such services for the related corporations of the Company without further remuneration (unless otherwise agreed) and accept such duties or hold such offices in such related corporations as the Company may from time to time require.
- 6.5 It is a fundamental term of your employment that, if you require an Employment Visa, you have and continue to hold a valid Employment Visa.
- 6.6 The Company demands the highest professional standards and attaches great importance to strict observance of the Company Rules on this subject, which are contained in the policy statement entitled Code of Business Conduct and Ethics issued by AllianceBernstein L.P. The Rules will form part of your contract of employment and breach of these may give rise to disciplinary sanctions, including summary dismissal, where the Company deems appropriate.
- 6.7 You should advise your manager of any interest you or your partner/family may hold in any business activity apart from shareholdings in publicly-traded stock where you or your partner/family hold less than 5% of the issued stock.
- 7. **SALARY, BONUS, AND OTHER BENEFITS**
- 7.1 Subject to the provisions set forth herein, you shall be paid during the continuance of your employment hereunder a salary at a rate of INR 480,456 per annum (or such other rate as may from time to time be agreed or determined upon and notified by the Company), payable monthly in arrears subject to deduction of tax at source as may be applicable, on the last business day of each month. There shall however be deducted from your salary such amount in respect of your contribution to the Provident Fund, or any other amount the Company may be entitled to deduct or as may be required by law.
- 7.2 Salaries are typically reviewed annually, with such timing subject to change at the discretion of the Company. Salary increases, if any, following a review are not automatic and shall be at the Company's sole discretion based on market factors, your performance and contributions to the Company's success as well as competitive market data.
- 7.3 You are required to repay to the Company any sums, including but not limited to, sums paid to you in error, any loans outstanding on termination, or losses suffered by the Company as a result of your wilful negligence, breach of Company rules, or any dishonesty on your part. The Company reserves the right to deduct any such sums from outstanding payments owed to you by the Company, including any compensation payments due to you in accordance with relevant legislation.
- 7.4 You will be eligible to participate in our incentive compensation program. The amount of incentive compensation is determined at the Company's sole discretion based on your contributions to the Company during the calendar year. This compensation is typically payable in December each year. A portion of year-end compensation may be awarded in the form of long-term incentive compensation, pursuant to the terms and conditions of the Incentive Compensation Award Program.

Ernst & Young Global Limited
Registered Office: Level 4, North Avenue, Noida, India
Banda Kula Complex, Banda (East), Mumbai 400031



Handwritten signature

Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

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FinDestination

Destination For All Finance Needs

Ms. Shruti Sawant,
A/P: Akluj,
Tal: Malshiras, Solapur
413101.

Date: 14/12/2022

Dear Shruti,

With reference to your interview dated 14.12.2022, We are pleased to offer you the position of **Sales Executive** in our organization.

Your joining date is confirmed at 02.01.2023 as per the following terms and condition.

- You are entitled to a CTC of 450000 p.a INR;
Fixed Salary: 300000 p.a
Performance Based Incentive: 100000 p.a
Performance Based Bonus: 50000 p.a
- You agree to comply with terms and conditions of Appointment.
- You agree to submit with us a signed copy of Marksheet, Pan Card, Adhar Card as well as Passport size Photograph and also bring the originals for verifications.

This is a Full time position. You will be in probation period for 3 months from the date of joining. That means that either you or Findestination are free to end the employment relationship at any time with or without notice during this tenure.

We look forward to mutually rewarding professional relationship with you.

For Findestination


Rakesh Mishra



76S407091/8007119010
akesh@findestination.com
www.findestination.com



Director
S.K.N. Sinhgad School of Business Management
No. 10V1, Ambegaon (Bk.), Pune - 411 011
Opposite Vohuman Cafe, Dhole Patil Road
Pune, Maharashtra, 411001

Offer Letter and Terms of Employment

Date: 12.01.2023

Dear **Uday Bhaskar Sawant**,

At the outset, we would like to extend our sincere thanks for exploring career opportunities with KPIT. Further to our discussions, we are delighted to extend you an offer of employment.

This offer is based on your profile, relevant work experience and performance in the selection process.

- Designation: **Technical Leader**
- Grade: **D Grade**
- Base Location: **PuneHinj-Phase3**
- Joining Date: **03.02.2023**

Your Total Target Compensation including all benefits will be INR 2,350,000.00/- (Twenty Three Lakh Fifty Thousand) per annum. Annexure A provides a detailed break-up of the compensation package.

You shall be governed by the terms and conditions of service during your employment with KPIT as per existing policies and those that may be amended from time to time.

Kindly confirm your acceptance in writing within 7 days from the date of this offer beyond which this offer is considered null and void. Your offer is subject to a positive background check and in case the background check comes out negative, company reserves the right to terminate your services with immediate effect.

You will be eligible for Gratuity, Mediclaim and Group Personal Accident Insurance benefits as per the company policy. The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid testimonials and related joining formalities.

A new assignment, work place and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

As a token of your acceptance of the above terms and conditions of the offer, please sign the duplicate copy of this letter and indicate the date on which you can begin your employment with us.

Yours Sincerely,
For: KPIT Technologies Limited



Suresh A Umakanthaiah
Vice President
Global Head - Talent Acquisition Group (TAG)




Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

KPIT Technologies Limited

Registered & Corporate Office: Plot 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase III, Maan,
Taluka - Mulshi, Hinjewadi, Pune - 411057, India. | CIN: U74999PN2018PLC174192

O +91 20 6770 6000
E info@kpit.com
W kpit.com

ANNEXURE A

Components	Monthly [Amount (in INR)]	Yearly [Amount (in INR)]
Basic Salary	52,875.00	634,500.00
House Rent Allowance	26,438.00	317,250.00
Monthly Bonus	10,575.00	126,900.00
Employer's contribution to Provident Fund	6,345.00	76,140.00
Other Allowance (Flexi Basket)	52,601.00	631,210.00
Special Allowance	47,000.00	564,000.00
Fixed Compensation**	195,833.00	2,350,000.00
Total Target Compensation	0.00	2,350,000.00
Notional Provision for Statutory Gratuity****	0.00	30,519.00
Employer's contribution to Insurance Premium*****	0.00	5,200.00
Other Benefits	0.00	35,719.00
Cost to Company	0.00	2,385,719.00

- ** Fixed compensation is payable subject to adherence of all applicable policies of the organization.
- **** As per Payment of Gratuity Act.
- ***** The amount mentioned is an indicative average cost incurred by Company towards Group Mediclaim, Group Personal Accident and Group Term Life Insurance premium.

Kindly note -

- The above salary break-up is per annum and is provided based on the existing company policies and may undergo change from time to time.
- As per the company policy you are required to maintain total confidentiality of your compensation details.
- Certain figures mentioned in this Letter of Offer, including financial information have been subject to rounding-off adjustments. In certain instances;
 - The sum change of such numbers may not match exactly to the total figure given; and
 - The sum of the numbers in a column or row in certain tables may not match exactly to the total figure given for that column or row.

Terms of Employment -

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.

Mobility

- KPIT reserves the right to transfer / utilize your services at any of its offices, work sites, or outside India, on the terms and conditions as applicable to you at the time of transfer.

Salary Review, Increments and Promotions

- Your performance and contribution to the company will be an important consideration for salary Review, increments and promotions
- You will be considered for salary review and promotions as per the company's policies effective from time to time.

Alternative Employment

- As a full-time employee of KPIT, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of KPIT

Confidentiality Agreement

- As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients

KPIT Technologies Limited

Registered & Corporate Office: Plot 17, Rajiv Gandhi Info Techno Park, MIDC-862, Phase III, Beadon, Taluka - Mulshi, Hinjawadi, Pune - 411057, India. | CIN: U74999PN2018PTC0174192



Director

+91 20 6770 6000

info@kpit.com

Room - 411 Q01



ZENITH MANAGEMENT CONSULTANTS

175
401, 1st Floor, 14/27, Crawford Road, Worli, Mumbai - 400 025
Tel: (022) 41121798 Email: zenith@emil.com
Website: www.zmc.com

15th May, 2023

Ms.Savita Marotirao Shananwad
Nagapur Ta, Bhokar Dist. Nanded,
Maharashtra.

Sub: Appointment for the post of IT Recruiter- Trainee

Dear Ms.Savita ,

We are happy to convey you that, you are appointed as **IT Recruiter-Trainee** with our organization with effect from **15th May 2023** for a period of Three months. Your training period stipend is **Rs.15000/-** per month. Successful completion of your training you will be put on probation for Three months and then your appointment would get confirmed.

Your appointment is subject to the following conditions:

1.Date of Service

Your date of service will be effective from **15th May 2023**.

2.Compensation

In consideration of the full and faithful performance of services required of you by the Company, you will receive monthly stipend on 7th of every subsequent month.

3. Extent of Services

You are expected to devote your entire working time, energy, and attention exclusively to your duties in connection with the company, and shall not take up employment , fulltime or part time in any organization while in employment with the company.

You may terminate your employment upon written notice to the company, such notice to be effective **Forty five (45) days** after receipt of your resignation by the company or **Forty Five day's salary in lieu of notice**. The company may, however, at its sole discretion permit you to leave service, on any earlier date.

Please sign the duplicate copy of this letter as a token of your having read, understood and accepted the above offer.

Welcome to the **ZENITH** family and we look forward to a long, fruitful, happy and exciting association with you.

Warm regards.

Kuriakose Abraham
(Director)

Alex Sebastian
(Director)

Name : Ms. Savita Shananwad

Sign:-

Director

S.K.N. Singh School of Business Management
S. No. 10/1, Anandnagar, Pune - 411 012



LETTER of INTENT

179

D
ate - 29
Decem
ber
2022

Pune

Dear Sharma Abhishek Manojkumar,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self- explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact kartikyasati.pansaj@hcl.com

Regards,

HCL - Talent Acquisition Team



Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 001



PRIVATE AND CONFIDENTIAL

Date: February 25, 2021

Mr. Prathamesh Dushyant Shetty
 Flat no 7, Bldg No 9, Konark Aangan, S N 668/6D,
 Opp Chintamani Nagar,
 Bibwewadi, Pune, Maharashtra-411037

EMPLOYMENT AGREEMENT

Dear Prathamesh,

Further to the recent meetings and discussions you had with us, we are now pleased to offer you an appointment with **exl Service.com (India) Private Limited** ("the Company") to the position of **Senior Associate - Commercial Underwriter at Band A2**, on the terms and conditions set out herein after:

1 EMPLOYMENT

- 1.1** Your effective date of joining shall be no later than : **April 27, 2021**
- 1.2** Notwithstanding the afore-said or anything to the contrary contained in this employment agreement or in the Letter of Intent ("LOI") and/ or notwithstanding your acceptance of the LOI or the employment offer, the Company, for any business or operational reasons whatsoever including without limitation any reason which is beyond the Company's control, or due to any unforeseen or unavoidable business circumstances, reserves the right to defer your date of joining to a later date to suit the business requirements. The Company will use reasonable endeavour to inform you at the earliest. *(Applicable for Band A only)*
- 1.3** Your employment with the Company is subject to:
- (i) The accuracy and authenticity of the testimonials, documents and information provided by you to the Company. The Company will get authenticity of aforesaid, and of the personal and employment details, provided by you to the Company, validated, either internally or through any external agency engaged by the Company, and by accepting this offer, you hereby agree that you have no objection, and you unconditionally consent, to the same and grant Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to you and to share the report/s including of any such background verification / checks with any of Company's advisors, attorneys or consultants or to produce, submit or file any such report/s before any court, tribunal, commission, enquiry officer, arbitrator/s, quasi-judicial authorities or government, statutory, labour and/or regulatory authorities or in response to any legal order, summon or notice or refer it and/or its details or contents in any show cause notice, charge sheet or legal / demand notice without any reference or notice to you and/or without your further or additional consent.
 - (ii) Your being free from any contractual or legal restrictions preventing you from accepting this offer or starting work on the above-mentioned date;
 - (iii) On our receiving two satisfactory references; and
 - (iv) Your fully and truly disclosing on your own behalf and, if married, on your spouse's behalf, full details of any external directorships held and any personal business interests including partnerships, proprietorships, shareholdings and trusteeships; involvement in any other business ventures, profession, vocation, occupation, etc. involving limited or unlimited liability; personal liabilities in connection with above-said activities; and involvement in other positions external to the Company and acceptance by the Company of those external directorships,

exl Service.com (India) Private Limited

1st Floor, Tower 1, NSL Techzone, Plot No. 8, Sector 144, NSEZ, New Delhi - 110044, India
 Registered Office : 414, 4th Floor, DLF Jasola Tower 8, Plot No. 11, DDA Block Centre, Jasola, New Delhi - 110044, India

CIN: U72200DL1999PTC099888



Director
K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Rk.), Pune - 411 042

Dated 17 April 2023

To,

DINESH RAMRAO SHINDE
DEOLA NIM GALLI DEOLA NASHIK MAHARASHTRA 423102



OFFER OF TRAINING

Dear DINESH RAMRAO SHINDE

With reference to your participation in our campus selection drive, we are pleased to offer/appoint you as **'Management Trainee'** on "MT-Grade" in **Credit Department** of the company, on a consolidated stipend of **₹25000/- (INR Twenty-Five Thousand Only)** per month subject to your joining on or before 25-04-2023 at our Kolhapur. The office timings are 09:30AM to 06:30PM.

The terms and conditions governing your training are mentioned below:

- 1) That, based on our discussion and mutual consent on the terms and conditions related to your training and further provisional employment; you would require to sign this Offer-cum-Appointment Letter along-with 2 year's Indemnity Bond on joining.
- 2) That, during the training period you are required to undertake all duties and activities as assigned to you by your reporting superiors, head of the department or management.
- 3) That, during the training period and further provisional employment, you will not act in any manner, prejudicial to the interest of the company.
- 4) That, to provide you wide exposure during your training or considering the work exigencies during your provisional employment; on sole discretion of management, you shall always liable to be transferred from any section/department/office/ location to any other section/department/office/location of the company's establishments, divisions and/or associates/affiliates situated in any part of India. On your transfer, you will be governed by the Company's policies, rules, and regulations applicable to the establishment in which you are posted.
- 5) That, other than consolidate stipend you shall also be entitled for other benefits (if any) as applicable to your position/grade, please note that the company reserves the sole discretion to review/increase/decrease the benefits considering the forthcoming work requirements/business exigencies etc.
- 6) That, as per the company policy, you shall be entitled for one CUG connection and the use of it would be restricted to official purpose only; it would be your sole responsibility to prevent this from any misuse or its use in any illegal activity.
- 7) That, as per applicable laws/rules, your consolidated stipend/salary/income from company in any manner shall always be subject to the deduction of applicable taxes at source, such as Income Tax, Professional tax etc.
- 8) That, your grade elevation during training/employment will be purely based on your gross performance and attitude towards your work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.
- 9) That, the lack of success at any stage of the training or lack of acceptance participation will be reason for removal from the position OR put you on the PIP "Performance Improvement Plan".
- 10) That, on successful completion of one year training period, your services may be confirmed in the Company on appropriate cadre/grade, purely based on your gross performance and attitude towards your work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.
- 11) That, your provisional appointment is subject to:
 - a) That, your provisional appointment shall be subject to your medical report declaring you "Physically & Mentally Fit" from the company's panel of Doctor's, or any other medical practitioner duly authorized by the company. For this you will have to undergo for 'Medical Examination'.
 - b) That, your training and further provisional employment shall be subject to the successful completion of your graduation/post-graduation and submission of necessary documents (marksheets/degrees) to the concerned person at HR Department of the Company.
- 12) That, the Company reserves the sole discretion to suspend/terminate your training/services on grounds of misconduct or breach or violation of the terms and conditions of this letter/undertaking or violation of any rules, regulations or standing orders of the Company by giving you seven calendar days' notice or upon payment of stipend in lieu thereof.
- 13) That, it will be expected from you to maintain the highest order of discipline and secrecy as regards the work of the company and/or its subsidiaries or associate companies and in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect.

Wal



Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 007

AAVAS FINANCIERS LIMITED
 (Formerly known as 'AA HOUSING FINANCE LIMITED')
 An ISO 9001:2015 Certified Company
 CIN NO.: L65922RJ2011PLC034297
 Regd. & Corp. Offices: 201-202, 2nd Floor, Southend Square,
 Mansarovar Industrial Area, Jaipur - 302020 | Tel: +91 141 661 8888
 E-Mail: info@avaas.in, Website: www.avaas.in



- 14) That, you will also be governed by the standard terms and conditions applicable on the trainees/employees of the company as existing now and as may be amended from time to time.
- 15) That, this provisional appointment is being made based on the information furnished in your application for employment, subsequent interviews and documents submitted by you during the process; If, at any time during the process or in future, it comes to light that any of the information/document submitted by you is incorrect/false or forged or any relevant information has been withheld by you, then your employment shall liable to be terminated with immediate effect without giving any further notice or compensation
- 16) You will be elevated as Assistant Manager (grade-m3), based on gross performance towards work/duties & responsibilities; and in any manner it will always be the subject to sole discretion of management.

If you are agreed to the aforesaid terms and conditions, please duly sign the copy of this letter as a token of your acceptance of the above terms and conditions of this appointment and return the same to us.

The AAVAS FINANCIERS LIMITED heartily welcomes you on board and wish you ALL THE VERY BEST for a bright and mutually rewarding association with us.

**Yours faithfully,
For & on behalf of the Aavas Financiers Limited**



**PRASHANT KUMAR PANDEY
HEAD TALENT ACQUISITION**

Acceptance	
I hereby declare that I have thoroughly read and understood the terms and conditions of training mentioned herein this letter; and I do accept and undertake the same and shall be abide by the mentioned terms and conditions.	
SIGNATURE-.....	
DATE.....	PLACE:

Handwritten signature/initials in blue ink



Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune

AAVAS FINANCIERS LIMITED
(Formerly known as "An HOUSING FINANCE LIMITED")
 An ISO 9001:2015 Certified Company
 CIN NO.: L65922RJ2011PLC034297
 Regd. & Corp. Offices: 201-202, 2nd Floor, Southend Square,
 Mansarovar Industrial Area, Jaipur - 302020 | Tel: +91 141 661 8888
 E-Mail: info@avas.in, Website: www.avas.in



12/29/22, 3:37 PM

Gmail - Letter Of Intent - State Street HCL

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Dinesh Shinde <shindedinesh099@gmail.com>

Letter Of Intent - State Street HCL

1 message

Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com>
To: "shindedinesh099@gmail.com" <shindedinesh099@gmail.com>

Thu, Dec 29, 2022 at 1:00 PM

LETTER of INTENT

Date – 29 December 2022

Pune

Dear Dinesh Sambhaji Shinde,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact kartikeyasati.pansa@hcl.com

Regards,

HCL – Talent Acquisition Team



Handwritten signature

Director

K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

DISCLAIMER:

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, altered or incomplete, or may contain viruses in transmission. The e-mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

06/03/2023

Subject: Offer Letter

Dear Mr. Raj Purushottam Shirbhate,

Congratulations from Century Ply!

Subsequent to your participation in the campus recruitment process of Century Ply, we are pleased to inform you that you have been selected.

We therefore extend you an offer for **Sales Management Trainee (SMT)**. The formal Appointment Letter will be given to you upon joining the Organisation. Your place of posting will be conveyed after successful completion of your training period with us. You are expected to join on or before **1st June 2023**.

You are requested to furnish the following personal documents: -

1. Attested photocopy of academic and professional qualification degrees and diplomas
2. Two passport-size colour photographs
3. Address Proof of permanent resident.
4. Age Proof
5. Pan Card (Attested Photocopy)
6. Cancelled cheque / Photocopy of Passbook of any functional existing Bank A/C for Bank A/C and IFSC Code details.

The validity of this Offer Letter is subject to the following: -

1. Completion of assigned induction courses (learning + assessment) in stipulated time frame (Details shall follow separately)
2. All credentials, testimonials & references are authentic & satisfactory

We welcome you to the Century Ply family and look forward to a long and fruitful association with you. Wishing you a rewarding and successful career ahead.

Best wishes!

Yours sincerely,

For CENTURY PLYBOARDS (I) LTD.



Rakesh Tiga
Chief Human Resource Officer



Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (P.V.), Pune - 411 004



Compensation Details

Name: Raj Purushottam Shirbhate
Designation: Sales Management Trainee
Date of Joining: 01.06.2023

Sl.No.	SALARY DETAILS	BREAK UP	
		P.M. (INR)	P.A. (INR)
A	MONTHLY COMPONENTS		
	Basic Pay	8400	100800
	Personal Allowance	6527	78320
	HRA	4200	50400
	Uniform Washing Allowance	1500	18000
	Employer's Cont to Provident Fund	1800	21600
	Transport Allowance	1600	19200
	Medical Reimbursement	1250	15000
	Monthly Totals - (A) -	25277	303320
B	ANNUAL COMPONENTS		
	Bonus	1680	20160
	Leave Salary	327	3920
	Annual Totals - (B) -	2007	24080
C	PERQUISITES		
	Fuel Reimbursement	3300	39600
	Vehicle Maintenance	400	4800
	Vehicle Hire Charges	1250	15000
	Mobile Reimbursement	1100	13200
	Perks Totals - (C) -	6050	72600
	CTC P.A (A+ B+C)	400000	

Notes:

- 60000/- P.A to be merged with above CTC in the same structure upon successful completion of training and placement at required location after six months.
- The above payment shall be subjected to tax deductions per the government's applicability.
- Gratuity as per Act
- Variable Incentives as & when applicable.
- All perquisites need to be claimed on a monthly basis. However, unclaimed perk entitlements may be carried forward to next calendar month to be claimed against current bills
- Perks remaining unclaimed at the end of FY get paid out subject to applicable taxes

You are requested to sign the duplicate copy of the letter as a token of your acceptance and return it to the undersigned.



(Signature of the Employee)
Name: Raj Purushottam Shirbhate
Date: 09/03/2023

(Signature of CHRO)
Name: Rakesh Tiga
Date: 06/03/2023



LETTER of INTENT

186

D
ate - 29
Decemb
er 2022

Pune

Dear Shitole Rutuja Dushyant,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact panasa@hcl.com

Regards,



Director
S.K.N. Sinhead School of Business Management
S. No. 1811, Ambegaon (Bk.), Pune - 411 041



Letter Of Intent - State Street HCL

1 message

Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com>
To: rushikeshshukla2000@gmail.com <rushikeshshukla2000@gmail.com>

Thu, Dec 29, 2022 at 1:03 PM

LETTER of INTENT

Date - 29 December 2022

Pune

Dear Shukla Rushikesh Rameshwar,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact kartikeyasati.pansa@hcl.com

Regards,

HCL - Talent Acquisition Team

DISCLAIMER

The contents of this e-mail (and any attachments) are confidential and intended for the named addressee(s) only. If you are not the named addressee(s), you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake. If you are not the named addressee(s), you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake. If you are not the named addressee(s), you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake.



Handwritten signature

Director
K.N. Sinhgad School of Business Management
No. TG/1, Ambegaon (Bk.), Pune - 411 041

TRIANGLE

Delivering Value

An ISO 9001:2015 Certified Company

PRIVATE AND CONFIDENTIAL

13-Dec-2022

Rohit Kamal Solanki

Dear Rohit Solanki,

We take great pleasure in extending an offer to you for being a part of Triangle Technologies Pvt Ltd.

Please find enclosed the job offer letter.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : Support@triangle-India.com

Yours sincerely,

HR Team

Director

K.N. Sinhgad School of Business Management
No. 10/1, Ambegaon (Sk.), Pune - 411 043



TRIANGLE TECHNOLOGIES PVT. LTD.

Ground floor, Plot no-14B, Jayshree Villa Pawar lane,
Behind Indian Oil Petrol Pump, Sector 1A Nerul (E),
Navi Mumbai, Maharashtra, India 400706.
Email id: sales@triangle.in Tel. - 022-27715566.

www.triangle.in

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TRIANGLE

Delivering Value

An ISO 9001:2015 Certified Company

We are pleased to make you an offer of appointment as Area Sales Manager Triangle Technologies Pvt Ltd.

You will be placed in Sales Department at Hyderabad.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a. You shall be required to join the company on or before 26-Dec-2022.
- b. You will be on probation for a period of 6 months or such extended period as may be decided by the Company based on your performance during the probation period.
- c. On satisfactory completion of your probation period (which includes extended probation period) and confirmation letter will be issued.

Other Terms and Conditions of Service:

Professional Ethics & Confidentiality: While you are in the services of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Company. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) with any external agencies, press etc. outside the Company. Any act in breach of this term would entail the initiation of appropriate action as deemed fit by the Company.

IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by Triangle Technologies Pvt Ltd. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

You will be held responsible towards carry of company hardware, EST dongle or software assets while/during working for the company, any misuse, loss or theft incidences will be your sole responsibility and against the notice of the involvement in any such act directly or indirectly will incur initiation of strict disciplinary action and could be a reason for termination.

Director

N. Sinhead School of Business Management
No. 10/A, Ambegaon (Rk.), Pune - 411 043



TRIANGLE TECHNOLOGIES PVT. LTD.

Ground floor, Plot no-14B, Jayshree Villa Powar lane,
Behind Indian Oil Petrol Pump, Sector 1A Nerul (E),
Navi Mumbai, Maharashtra, India 400706.
Email id: sales@triangles.in Tel - 022-27715588.

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TRIANGLE

Delivering Value

An ISO 9001:2015 Certified Company

General:

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
 - You will be bound by the Rules and Regulations of the Company.
 - You will keep us informed of any change in your residential address.
- If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Satish B.Tote

Managing Director

**SATISH
B
TOTE**

Digitally signed by SATISH B TOTE
Date: 2022.12.13 14:45:52 +05'30'

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

Signature of Applicant

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Pk), Pune - 411 041



TRIANGLE TECHNOLOGIES PVT. LTD.

Ground floor, Plot no-14B, Jayshree Villa Pawar lane,
Behind Indian Oil Petrol Pump, Sector 1A Nerul (E),
Navi Mumbai, Maharashtra, India 400706.
Email id: sales@triangles.in Tel. - 022-27715566.

www.triangletech.com

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Sumedh Uttamrao Sonkamble - Pune



PRIVATE AND CONFIDENTIAL

CJ24161298
August 01, 2023

Sumedh Uttamrao Sonkamble
SAMTA NAGAR, MUKHED,
NANDED, MAHARASHTRA,
431715, MAHARASHTRA

Dear Sumedh,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
 - Components of Remuneration – It has details on all the components of remuneration.
- Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

E-Mail Address : robin.raju@icicisecurities.com

Telephone (Direct) :

Yours sincerely,

For ICICI Securities Ltd

Robin Raju
Regional Manager - Human Resources

Director
S.K.N. Sinhgad School of Business Management
S. No. 10/4, Ambegaon (Bk.), Pune - 411 041



ICICI Securities Limited
Registered Office (Institutional):
ICICI Venture House, Appasaheb Marathe Marg,
Pratishthan, Mumbai - 400 025, India
Tel: 022 - 6907 7100

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C, Turbhe,
Navi Mumbai - 400 705
Tel: (91) 221 40 70 1000
Fax: (91) 221 40 70 1022

Name of Compliance Officer (Broking Operations): Mr. Anoop Goyal
Email Address: complianceofficer@icici-securities.com / 091 221 4316 1800
Website Address: www.icicisecurities.com/www.icicidirect.com



- 7. Your House Rent Allowance will be Rs. 64,680/- (Rupees Sixty Four Thousand Six Hundred Eighty Only) per annum.
- 8. You shall be entitled to Leave Travel Assistance of Rs. 26,950/- (Rupees Twenty Six Thousand Nine Hundred Fifty Only) per annum.
- 9. You shall be entitled to Supplementary Allowance of Rs. 127,010/- (Rupees One Lakh Twenty Seven Thousand Ten Only) per annum.

Benefits:

In addition to the above, you shall be entitled to the following:-

- 10. Comprehensive Mediclaim as per company policy for you will be up to Rs. 4 Lacs per annum or as may be adopted by the Company for its employees from time to time. Once you successfully complete the probation period your immediate family members will be entitled for this benefit. Your immediate family includes yourself, your spouse and 2 dependent children up to the age of 25 years
- 11. Personal Accident Insurance coverage as may be adopted by the Company for its employees from time to time for permanent disablement or death due to accidents.
- 12. Life Insurance Cover as per company policy in case of untimely demise while in the service.

Note : The coverage mentioned above under each policy will be subject to you meeting all the insurance company's policies and insurance/underwriting requirements. Until confirmation by the insurance company that you have fulfilled these requirements, the sum insured will be at the insurance company's discretion.

- 13. Retirement Benefits of the company in accordance with the statutory requirements and/or, as per Company policy.

- Employer's Contribution towards Provident Fund of Rs. 21,600/- (Twenty One Thousand Six Hundred Only) per annum.
- Contribution towards Gratuity Fund of Rs 10,776/- (Ten Thousand Seven Hundred Seventy Six Only) per annum. PIs note, Gratuity amount is payable after completion of 5 years continuous service.



Director
K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041

Sumedh Uttamrao Sonkamble - Pune



REMUNERATION DETAILS		
NAME	Sumedh Uttamrao Sonkamble	
JOB TITLE	Senior Relationship Manager	
GRADE	E	
Components	Monthly	Annually
Basic	10,780	129,360
HRA	5,390	64,680
Leave Travel Assistance	2,245	26,950
Supplementary Allowance	10,584	127,010
Retiral Benefits		
Employer's Contribution to PF	1,800	21,600
Total Fixed Pay	30,800	369,600
*Gratuity	898	10,776
Total Pay	31,698	380,376
** Gratuity is payable after completion of 5 years of continuous service.		



Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



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Letter Of Intent - State Street HCL

2 messages

Kartikeya Satishchandra Pansare <kartikeyasati.pansa@hcl.com>
To: rahulsul2000@gmail.com <rahulsul2000@gmail.com>

Thu, 29 Dec, 2022 at 1:03 pm

LETTER of INTENT

Date – 29 December 2022

Pune

Dear sul Rahul chandrakant,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** at State Street HCL Services Ltd, **Pune**

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self- explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact <kartikeyasati.pansa@hcl.com>

Regards,

HCL – Talent Acquisition Team

DISCLAIMER



K.N.

Director

K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 043

Date: March 01, 2023

Subject: Offer of Employment

Dear Akshay Tayade,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure 1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful completion and clearance of the Pre-Joining Training and Assessment.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same. We would like to update that all necessary documents need to be submitted with us during your joining stage.

For & on behalf of
HDFC Life Insurance Company Limited



Sushil Chander
VP - Human Resources



Director

K. N. Sinha School of Business Management
S. No. 20/1, Ambegaon (Bk.), Pune - 411 004

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lohia Excelus, Apalis Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

+91 22 6751 6666

1860-267-9999

For all other queries contact Customer Care Helpline
1800 200 2000 (Toll Free) or 1800 200 2000

www.hdfclife.com





Annexure 1

Date: March 01, 2023
 Name: Akshay Tayade
 Designation: Executive Trainee
 Band: 2

CTC STRUCTURE	
Components	Per Annum
(I) Fixed Pay	
Basic	142,500
House Rent Allowance	85,500
Other Allowance	133,066
Bonus	32,971
(II) Reimbursements	
LTA	11,875
Fuel	21,800
Mobile Handset	10,000
Total Fixed Pay and Reimbursements	437,512
(III) Retirals	
Provident Fund	21,800
Gratuity	6,888
(IV) Valued Benefits	
Group Insurance Benefit	9,000
Fixed Cost to Company (FCTC)	475,000

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 1,200,000/-

Mediclaim: INR 200,000/- for self (dependents are covered after 6 months)

HDFC Life Insurance Company Limited
 Corporate & Registered Office:
 13th Floor, Leda's Excelus, Apalta Mills Compound,
 N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.



Handwritten signature

Director
 N. Sinhgad School of Business Management
 No. 10/1, Ambegon (Bk.), Pune - 411 041



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STRICTLY PRIVATE AND CONFIDENTIAL

Date: 03-05-2023

Dear Tejas Vilasrao Thakare,

SUBJECT: OFFER CLIM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you, we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as "Functional Trainee" at **G802 Band**.

2. PERIOD OF EMPLOYMENT

2.1 Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **08-05-2023** (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5 of this Employment Letter.

2.2 The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

3.1 You shall be based in our **Pune - Corporate Office** office but may be required to serve the Company in any place within or outside India, as required.

3.2 You may be required to travel nationally and internationally on the business of the Company.

3.3 You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4 You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

JR & Application No.	: JR00114058 1232319
Full Name	: Tejas Vilasrao Thakare
Consent Details	: Accepted
Date & Time	: 03-05-2023 01:28:19 PM
Mobile	: 7038070770
IP Address	: 106.213.84.223



Handwritten signature
Director
K. N. Sinhgad School of Business Management
S. No. 10/4, Ambegaon (Bk.), Pune - 411 001

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Yashwantrao Chavan Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 005, Maharashtra, India

Tel: +91 20 30405000
Fax: +91 20 30405020
Corporate ID No: 102930401982751042961

www.bajajfinserv.in/finserv





- (b) After termination of employment, all or any information of the company shall be considered to be Confidential Information and you will continue to be under an obligation to maintain confidentiality about any tangible or intangible information of the Company. Accordingly, you shall refrain from indulging in spreading of any false / defamatory / instigating / abetting / unlawful content on "Digital Media" (as described in Clause 5.4 above) which may prejudicially impact (directly or indirectly) the reputation of the Company and /or its group companies, subsidiaries, affiliates, or other partnerships.
- (c) In the event that your employment is terminated by the Company or by you prior to 12 months from your employment Commencement Date, you hereby agree to pay back the entire lumpsum amount (whether in the form of sign on amount or joining bonus or notice period buy out or any other form of payment) if any received by you, within 30 days after such termination.

6. ANNUAL SALARY REVISION

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization on or before October 1 in the current calendar year, may be eligible for a proportionate salary review during April of next calendar year. The increment if any, is dependent on various factors including performance of employee and would be proportionate to the months' of service rendered by the employee. Those joining after 1st October, will not be eligible for the same.

7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

JR & Application No.	: JR00114068 1232319
Full Name	: Tejas Vilasrao Thakare
Consent Details	: Accepted
Date & Time	: 03-05-2023 01:28:19 PM
Mobile	: 7038070770
IP Address	: 106.213.84.223



Wol
Director
 S.K.M. Sinhgad School of Business Management
 10/1, Ambegaon (Bk.), Pune - 411041

Annexure - A
Detailed Salary Structure

Date : 03-05-2023
Name : Tejas Vilasrao Thakare
Band : G802

Particulars	Annually	Monthly
Basic	1,08,000	9,000
House Rent Allowance	54,000	4,500
Special Allowance	1,40,928	11,744
Statutory Bonus	35,472	2,956
Contributory Provident Fund	21,600	1,800
ESIC	0	0
Fixed Pay	3,00,000	25,000
Gratuity	5,195	
Indicative Performance Pay#	90,000	
Total Cost to Company	4,56,195	

#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.

* The exact sum of all elements may mismatch up to Rs.10/-, in the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of Rs. 2,000,000/- (Rupees Twenty Lakh only). Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of Rs. 2,500,000/- (Rupees Twenty-five Lakh only).
- Further, you would be entitled to a hospitalization claim policy of up to Rs. 300,000/- (Rupees Three Lakh only) the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

JR & Application No.	: JRD0114068 1232319
Full Name	: Tejas Vilasrao Thakare
Consent Details	: Accepted
Date & Time	: 03-05-2023 01:28:19 PM
Mobile	: 7038070770
P Address	: 106.213.84.223



Bajaj Finance Limited

Wal

Director
S.K.N. Sinhgad School of Business Management
S.No. 1Q/1, Ambegaon (Bk.), Pune - 411 041
Page 8 of 9

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30400600
Fax: +91 20 30400620
Corporate ID No: L62930MH198791C042961

www.bajajfinserv.in/lnnnc



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229688

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.53, Old Mahatma Park Road, Navalar Village and Panchayat, Thiruvananthapuram District, Chengalpet Taluk, Kancheepuram Dist. Chennai - 600 103, India

Worksite Coimbatore : Module 13, 2nd Floor, Tatal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Cornerstone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sarvati Ashoka Park, Opposite to Airport Road, Wankade, Pune - 411 006, India.

Registered Office : 808, Borchart, 96, Nallas Pkcs, New Delhi - 110 018, India.

Date: April 17, 2023

Private & Confidential

Akshaykumar Anilprasad Tiwari

**B2 Flat 606 Sneha Vihar Society,
Dangat patil nagar ,Shivane,411023,
Pune,
Maharashtra,
India - 411023**

Document ID - bbb2e530-9be9-4978-a979-75843cd6950b

Dear Akshaykumar Anilprasad ,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer –cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCLTech" or "Company")** as **Analyst**. You are required to report on April 19, 2023 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Mekong 3F-7F,EmbassyTechZone-SS.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- sagardo@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement.



Wal

Director

Sinhgad School of Business Management
10/1, Ambegaon (Bk.), Pune - 411 044

HCLTech

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72300DL2012FTC229698

Workable Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks T, No 33, Old Marhabapuram Road, Navalar Village and Panchayat, Thirupporur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai - 603 103, India

Workable Coimbatore : Module 1-3, 2nd Floor, Trilal Park Co-Operative Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Workable Pune 1 : Commwzmn, Unit 405, 4th Floor In Building 7, Survey No. 144 & 145, Sector Ashoka 7/25, Opposite to Airport Road, Vande, Pune - 411 006, India.

Registered Office : 808, Sixth Floor, 96, Nehru Place, New Delhi - 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- **Probation** - You will be on probation for a period of 6 months from the date of your joining. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.



Handwritten signature

Director

SIGNATURE OF EMPLOYEE
PUNE VEDYANAGAR School of Business Management
S. No. 10/4, Ambegaon (Ok.), Pune - 411 043

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012PTC229498

Works Chennai : ETL Technopark - Special Economic Zone, 1st & 2nd Floor
at Block 2, No.33, Old Mehaboobpuram Road,
Navalur Village and Panchayat, Thiruppur Panchayat Union,
Changalpet Taluk, Karur District,
Chennai - 603 103, India

Works Coimbatore : Node 13, 3rd Floor, Tuff Park, Coimbatore Limited (TPCL),
C/A Aerodrome Road, Coimbatore 641 014, India

Works Pune 1 : Cornerstone, Unit 401, 4th Floor 11 Building 7,
Survey No. 144 & 145, Sector Ashoka Park,
Opposite to Airport Road, Vernalda, Pune - 411 006, India

Registered Office : 808, Siddhant, 95, Nallas Palle, New Delhi - 110 019, India

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Annexure II

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

List of Documents required for joining (Must be mandatorily uploaded on Discover HCLTech Portal)	
S. No	Document Name
9	



SIGNATURE OF EMPLOYEE
 Director
 S. K. N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (BK.), Pune - 411 041

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HCLTech

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Averon Software & Services
In collaboration with Concept Software & Services Inc.

OFFER LETTER

Date: 01-April-2022

Sneha Waghmare

Congratulations!

Dear Sneha,

With reference to your application and subsequent interview with us, we are pleased to appoint you as a **Talent Acquisition Executive** in Human Resource Department on the following terms and conditions as agreed upon mutually:

Should you accept this job offer, per company policy you'll be eligible to receive the following salary on hire date.

- Salary: Annual gross starting salary of Rs. 1,82,400 only, your monthly gross salary will be ₹ 15,200/- only.
 - Joining date: Friday, 04-April-2021
 - Job timings: 12:00 PM to 9:00 PM IST (flexible)
1. Salary: Post Training you shall be paid a salary of Rs. 1,82,400 Lacs /- pa (Rupees One lac eighty two thousand four hundred per annum only) as per the annexure and this would be liable for deduction of government taxes, contributions and subscriptions, if any.
 2. That you have been appointed on the post of Talent Acquisition Executive and you will have to perform all work or duties connected with the said post that may be entrusted to you from time to time, at the discretion of the management.
 3. Probation Period: That you shall be appointed on probation for 3 months from the date of joining the company. In the event, your services are found satisfactory, during the probation period your services shall be confirmed.



[Signature]
Director
S.N. Sinhgad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 041



Averon Software & Services
In collaboration with Concept Software & Services Inc.

ANNEXURE

Gross Monthly	Net Monthly
₹ 15,200	₹ 15,000

Salary Breakup

Basic Salary + DA	0
House Rent Allowance	0
Conveyance	800
Medical Allowance	1,250
Night Shift Allowance	13,150
Leave Travel Allowance	0
	₹ 15,200

Deduction

Profession Tax	200
EPF	0
TDS	0
Income tax	0
	₹ 200



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Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 643



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Ref: 3DSINDIALAB/ HRD/2022-23/6045

01-Sep-23

To,
Name: Ms. Rutuja Suryakant Wankhede
Address: Pune

Offer Letter: Apprenticeship

Dear Rutuja,

This is with reference to your application and letter from your college for the Apprenticeship, we are pleased to offer you an educational Apprenticeship with Dassault Systemes Solutions Lab Pvt. Ltd. (Formerly Known as 3D PLM Software Solutions Pvt Ltd.) Red Fort Bldg, Plot No. 4, Phase 1, Pune Infotech Park, M.I.D.C, Hinjawadi, Pune – 411057 on the following terms and conditions:

1. Your Apprenticeship will commence from **4-Sep-23** to **3-Sep-24** and you will be based at our Pune establishment.
2. As an Apprentice you will not be the company employee hence you will not be entitled to salary and or benefits that the permanent company employee receive.
3. During your Apprenticeship, you will be paid **INR. 50,000 (Fifty Thousand)** per month as stipend. Upon completion of your Apprenticeship period, you will be issued a certificate based on your performance and conduct during this period.
4. You will be required to sign a Confidentiality and IPR Agreement, as applicable effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during the course of your Apprenticeship. A copy of the Confidentiality and IPR Agreement can be provided to you as applicable, if you so request.
5. Your Apprenticeship may be terminated by the Company at any time without assigning reasons by giving by 30 days' notice. Similarly, you are also require to give 30 days' Apprenticeship termination notice.
6. During your Apprenticeship, as per the Company policy, you will be entitled to the benefits as applicable to the Apprentice.
7. Your breach of any of the terms of this letter or any other agreement signed by you with the company, or your breach of the Company code of conduct, policies, rules, regulations and procedures, or The company finds your performance unsatisfactory during any period of Apprenticeship in the discharge of duties assigned to you, or any act or omission by you that may have the effect of injuring the reputation or business of the company or causing loss to the company, or your failure to comply with the instructions specified in Annexure A hereto,



Wal

Director

Dassault Systemes Solutions Lab Private Limited
Regd. Office: Plot No. 15B | Pune Infotech Park
057 | India | Tel. no. +91 (02) 6783 8600 | Fax no. +91
CIN: U72900PN2001PTC190769 | www.3ds.com

S.K.M. Sinhgad School of Business Management
No. EQ/4, Ambegaon (Bk.), Pune - 411 041

2016

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or your unauthorized absence from work; or your insubordination; or your misconduct. In the event of such circumstances, your Apprenticeship shall be terminated without giving any notice.

- B. Please acknowledge your acceptance of offer by signing and returning the duplicate copy of this letter. You are requested to report at the following address by 09.30 AM on the date of joining mentioned above. Please ask for Shivani Patade or Kiran Kumthekar to complete the joining formalities and carry the documents as listed in Annexure A enclosed herein.

Dassault Systemes Solutions Lab Pvt. Ltd. (Formerly Known as 3D PLM Software Solutions Pvt Ltd.) Red Fort Bldg, Plot No. 4, Phase 1, Pune Infotech Park, M.I.D.C, Hinjawadi, Pune – 411057

We understand that you may have queries during your joining period. We would encourage you to contact Nikita Tikhe (on Email ID: Nikita.TIKHE.Contractor@3ds.com/ Tel: 9405928499).

We hope that your Apprenticeship with the Company will be successful.

With best regards,

For Dassault Systemes Solutions Lab Pvt. Ltd.,

Monisha Sharma
INDIA Talent Acquisition & Sourcing Senior Manager

Handwritten signature

Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 041





DR - BPS/RH9373139/293432/Pune/April/V0

OFFER OF EMPLOYMENT
**PRIVATE &
CONFIDENTIAL**

March 31, 2022

Prakash Yadav,
Damodar arihant, lane no-16, ambegaon bk,
Pune

Dear Prakash Yadav,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Transctn Procng Off, in **Band 5, Level 1** with our organization. The gross compensation will be INR 1,85,500/- (One Lakhs Eighty Five Thousand Five Hundred **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

COPIES
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Wal
Director

S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 043

CIN: U72200KA2000PTC038931

ANNEXURE - 1
SALARY OFFER SHEET

Component	Monthly Gross	Annual Gross
Basic	6,183	74,200
House Rent Allowance	3,820	45,845
Leave Travel Allowance	NA	NA
Special Allowance	1,546	18,550
Ex-Gratia/ Bonus ¹	1,750	21,000
TOTAL FIXED CASH	13,300	1,59,595
Performance Incentive	773	9,275
Variable Pay ²	NA	NA
TARGET CASH COMPENSATION	14,073	1,68,870
Employer Provident Fund	928	11,130
Mediclaime Insurance Premium	458	5,500
TARGET COST TO COMPANY	15,458	1,85,500

Details of Incentive Plan:

(1) Max Performance Incentive	The Company shall pay this incentive as per the performance incentive plan based on the employee's performance against set targets every month. You will be entitled to incentives only if you are employed in the Company for the entire month. Your supervisor shall share with you the performance incentive plan details at the time of your joining.
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Note:

- As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".
- Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.


Director

 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 041



You consent to the terms and conditions of the Data Privacy Compliance Policy stated below:-

11.1. You consent to the processing of your personal data in accordance with Mphasis data privacy policy (the "Policy"), a copy of which can be obtained upon request;

11.2. In particular, you explicitly consent to:

- The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Policy;
- The transfer worldwide of personal data held about you by Mphasis to other employees and offices of Mphasis' worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material ,videos, etc.

11.3. The reference to information "about you" includes reference to information about third parties, such as spouse and children (if any), which are provided to Mphasis by you on their behalf. The reference to "sensitive personal Data" may be understood to include reference to the various categories of personal data identified by European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.

11.4. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Policy and other Mphasis policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

12) Non-Compete

You undertake and agree to maintain client exclusivity and to this end, during the validity of this agreement and for a minimum of 2 years thereafter, you shall neither solicit business nor offer product/services and/or conduct any business ,that directly competes with the kind of product/services that is offered by Mphasis to such client ,either directly or indirectly with any of Mphasis, client or any third party exposed to you,. In case you violate this provision, a minimum amount of Rs.3lakhs shall be payable by you to Mphasis as damages.

13) Non Solicitation of Employees and Clients

Contact Us
T : +91 020 4942 1000
F : +91 020 4555 9343
E : careers@msi.com | info@msi.com | support@msi.com



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Director
S.K.N. Sinhgad School of Business Management
S. No. 1/1, Ambegaon (Bk.), Pune - 411 041

CIN: U72200KA2000PTC038931

+91 703 054 2288
www.craveinfotech.com
hr@craveinfotech.com



Date: 18th May 2023

To,

Mr. Prasad Yadav

Address: Parvateshwar Co-Op Housing Society, L-6 ,Flat No 84 Near Shahu College Road Parvati Paytha Pune 411009

Mobile: 8793250203, 9175011755

Email ID: prasadyadav4201@gmail.com

Dear Prasad,

Crave InfoTech & Consultancy Services Pvt. Ltd. (The "Company") hereby confirms your Association with Company as **Executive Business Analyst** reporting to the respective reporting manager in Crave InfoTech. Your roles and responsibilities are listed in **Annexure I** on the following terms and conditions:

Compensation: Your annual CTC will be **INR 400000/- (Rs Four Lakh Only)** including variable pay of **INR 40000/- (Rs Forty Thousand Only)** as per the details given in the attached Annexure I. This amount is the total Cost-to- Company that will be allocated amongst base salary, allowances, bonus, medical and deductions (Provident fund contribution, Professional Tax and TDS based on the tax slab)

Benefits: As a regular employee of the Company, you will be eligible to participate in the Company's standard employee benefit package. You will be eligible for vacation benefits per company's vacation policy. Your base work location will be **Pune, India**

Probationary Period: You shall initially be under probation for a period of **3 months** from the date of your joining which may be extended in case there is performance issue.

During the tenure of your service with the Company, you are prohibited from undertaking any other employment whether on a full or part-time basis and from engaging in any trade or business or contract or avocation or honorary work anywhere, without the prior permission of the Company. Contravention of this condition will result in termination of your services with the Company without any notice.

- 1) This agreement shall be effective on the first day of association after completion of registration process, and will continue unless sooner terminated in accordance with paragraph 7. We will advise of the joining date when these processes have been completed and establish a start date.
- 2) Associate agrees to devote his or her best efforts to provide services under this Agreement to Client(s) of Company ("Clients") on behalf of Company, in accordance with the Company's reasonable directives as communicated to him/her from time to time. During the term of this Agreement, Associate may engage (with prior written approval of the company) in other business or professional activity provided it is not done during his or her/her normal working hours with Company or at Company or any Client's place of business or with use


Director
Crave InfoTech & Consultancy Services Pvt. Ltd.
Software Technology Parks of India, Unit 2, A, Rajeev Gandhi Infotech park,
MIDC, Hinjewadi Phase 1, Pune-411059, INDIA.
Sinhgad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 041

Annexure I

Mr. Prasad Yadav has been appointed by Crave InfoTech and Consultancy Services Pvt. Ltd. to perform the role as **Executive Business Analyst**. The working hours will be determined by the management as per the company requirement.

Responsibilities:

Your KPI's and KRA's are listed below. Please note these may change on an annual basis.

Cost to Company Breakup (Per Annum in INR):

Salary Components	Details	Monthly	Yearly
Fixed Component- A			
Basic Salary	40% of CTC	12000	144000
House Rent Allowance	40% of Basic Salary	4800	57600
Conveyance	Rs 1,600 / Month	1600	19200
Medical Reimbursements	Rs 1,250 / Month	1250	15000
Internet allowance	Rs 1000/ month	1000	12000
Employer's Contribution to PF	P.F. (As per government rule)	1440	17280
Special Allowance	Balancing Figure	7910	94920
Gross Earning		30000	360000
Variable Component - B			
		₹ 0	
Annual Bonus	Paid as per individual contractual agreement	0	0
Performance Bonus	Paid as per individual contractual agreement	3333	40000
Allowance	Paid as per individual contractual agreement	0	0
Total Annual CTC		33333	400000
Deductions			
Total Contributions to PF	PF (As Per Government Rule)	2880	34560
Gratuity	As per the Gratuity Act	577	6923
Professional Tax	PT (As Per Government Rule)	208	2500

Please Note - Take Home salary is subject to PF, PT, TDS & Other Required Deductions as per Government Rules

Crave InfoTech & Consultancy Services Pvt. Ltd.

Software Technology Parks of India, RCI, Unit 2-A, Rajiv Gandhi InfoTech park,
 MIDC, Hinjewadi Phase-1, Pune-411057, INDIA.

Director

N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (Bk.), Pune - 411 043





212
Neeeyamo Enterprise Solutions Pvt. Ltd.,
NTPL SEZ (Blueedge), IT 05, 1st Floor,
S.No. 154/6, Phase I, Hinjewadi,
Pune 411057, India
CIN -U72200TN2009PTC070707

17-Mar-2022

Dear Valshnavi,

SUB.:Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as Service Delivery Executive, BGV at our Pune office.

Breakup of your compensation package is provided herewith. We would like you to join our company on 21-Mar-2022 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void. Your gross emoluments will be Rs. 215000 per annum (CTC). You will be issued a detailed appointment letter on your joining with us.

	Per Month	Per Annum
General Components		
Basic	8958	107500
House Rent Allowance	4479	53750
Special Allowance	1695	20337
Total Gross Salary	15132	181587
Employer Contribution		
Provident Fund	1278	15340
Gratuity*	431	5171
ESI	492	5902
Total Employer Contributions	2201	26413
Annuals		
Fixed Bonus		7000
Cost to Company (CTC)		215000
Employee Deductions		
Provident Fund	1278	15340
ESI	114	1362
Total Net Salary**		13740



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Director

10/1, S.K.N. Sinhgad School of Business Management
Ambegaon (Bk.), Pune - 411 042



Neeyamo Enterprise Solutions Pvt. Ltd., 213
NTPL SEZ (Blueridge), IT 05, 1st Floor,
S.No. 154/6, Phase I, Hinjewadi,
Pune 411057, India.
CIN -U72200TN2009PTC070707

Note 1:

* Gratuity is payable to employee on completion of 5 years' service as per Payment of Gratuity Act, 1972
** Excluding taxes (Professional Tax, Income Tax, etc.)

Note 2:

Our monthly payroll cycle is from 1st to the last day of every month.

You are asked to report for duty at the following address: *Neeyamo Enterprise Solutions, 1st floor, IT 5 building, M/S Flagship Infrastructure Pvt Ltd, SEZ, Survey no. 154/6, Rajiv Gandhi InfoTech Park, Hinjewadi, Phase 1, Pune-411057.*

Please indicate your acceptance of this offer under the terms described above by returning a signed copy of this letter no later than 19-Mar-2022, post which the offer stands null and void.

We count on you to take Neeyamo to greater heights. Wish you the very best!

Warm Regards
For **Neeyamo Enterprise Solutions Pvt. Ltd.**

Rupinder Kaur
Director, Human Capital Management | Neeyamo Enterprise Solutions

Annexure

Annexure 1: List of document copies you need to produce on Day 1

1. Current Resume
2. Class X Mark Sheet & Certificate
3. Class XII Mark Sheet & Certificate
4. UG, PG, Other : Mark Sheets & Certificates
5. Professional Qualification: Certificate
6. Relieving Letter or Experience Certificate
7. Salary Slip from the Last Organization
8. 4 Passport Size Photographs on white background
9. Form 16/ Salary Certificate from the Last Organization
10. Passport Photocopy
11. PAN Card Photocopy
12. Address Proof (Voters ID/ Driving Licence/ Aadhar Card, etc.)
13. Signed Copy of the Offer Letter
14. Recent VISA (for NRI employee only)



Director
S.K.M. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 002



RESUME BUILDER PORTAL

Appointment Details

To,
Durga Zanzane,
20 Shivapur Ali Bhor,
Near Bhoreshwar Mandir,
Bhor Pune – 412206.
Contact- 7840939903

Subject: Appointment for the post of Recruitment Executive

Dear Durga,

We are pleased to inform you that you have been appointed for the position of **Consultant with Recruitment Executive** , and your Joining date effective from **04/05/2023, i.e. Thursday.**

You will be given a compensation salary per month of **Rs.15000/-** with a deduction of **Rs.200/-** (professional tax), and the salary will be credited into your bank account.

• **Full and Final Settlement:**

As per the company policy your full and final settlement will be done after completion of 90 days from the date of resignation.

- Candidate must be having compulsory laptop.

More all the detailed **terms&conditions**, the **policy** of JobsCruze Resume Builder Portal you will find in your offer letter. So we would request you read the all carefully subjects documents when you will get your offer letter.

For JobsCruze Resume Builder Portal

Mr. PiyushKhandelwal

Add: B01,Park View Terrace, North Main Road, Opp Lan No,4, Koregan Park, Pune
Maharashtra - 411006. Ph.No.18002667035, Website: www.jobscruze.com



Handwritten signature

Director

S.K.N. Sinhgad School of Business Management
S. No. 10V1, Ambegaon (Bk.), Pune - 411 001

215

SHRI SWAMI SAMARTH INDUSTRIAL SERVICES PRIVATE LIMITED

3rd Floor, A Wing, Building No. 1, Mangalmurty Complex, Sinhad Road, Parvatl, Pune - 411 030. 23

Landmark - Above Patanjali Stores, Opp. Axis Bank.

Contact No.: 9823904581, 020-24251481, Email.: payroll1@ssshr.com

Date: 12th September, 2022

Mr. Rajas Zende

Sub:- Offer Letter

Dear Rajas,

We are pleased to offer you the position of **Associate Technical Support Engineer** at SIS. Attached are the specific terms and conditions of our offer – please read these important details carefully, including your compensation and benefits as written below.

Offer Acceptance and start details

1. Your appointment will be effective from **15th September 2022** and expires on **14th September 2023**. During which you will render services to Integrated Decisions and Systems (India) Pvt. Ltd. (IDeaS) at their premises subject to the terms and condition of this engagement letter and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. Location for Reporting
Integrated Decisions & Systems India Pvt. Ltd

3rd Floor, Amar Megaplex,
Sr. No 110, Plot No. 11 / 24,
Above D Mart, Baner Road, Pune - 411045
3. We would like to share with you some terms and conditions of the offer, which are as follows:
 - During the term of the work assignment, render services exclusively to the client.
 - Not engage in any conduct which is detrimental to the interest of the client or SSSISPL.
 - Not receive any payments of any nature directly or indirectly from the client unless agreed by SSSISPL.
 - IDeaS reserve the right to hire you directly on their payroll by giving 15 days notice to Samarth, if eligible for any open position
 - Extend all co-operation to the client's employees, consultants, representatives etc and do all such things as may be necessary and comply with all the terms of the appointment letter so as to effectively undertake the work.
 - Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the client.
 - Comply with the safety, health, and other rules and regulations of SSSISPL and the client that you have been made aware of.
4. Your annual Cost to the company would be **INR Rs. 380000/- Lakhs (Rupees Three Lakhs Eighty Thousand only)**. Breakup of the salary is given in "Annexure A". Salary will be paid on a monthly basis on or before seventh day of each month subject to deductions for taxes and other withholdings as required by law or the policies of the company.



Wah!
Director

S.K.M. Sinhad School of Business Management
No. 10/1, Ambegaon Sk. 1, Pune - 411 041

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- 6. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- 7. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and SSSISPL shall promptly settle all your dues after making the applicable deductions.
- 8. You agree to defend, indemnify and hold SSSISPL or the client harmless on any / and all claims, damages, liabilities, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
- 9. Any dispute between you and CLIENT shall be referred to CLIENT authority or SSSISPL authority only.
- 10. In case you want to terminate this arrangement, you need to give a notice of one month. You will have to serve complete one month notice period. In case, you are unable to serve complete notice period, then you would mandatorily needs to serve 15 calendar days of notice period. For the subsequent 15 days, the amount will be recovered during full and final settlement. You would be expected to handover the charge properly, should return the company belongings if any in your custody, to the authorized person of client. In case of any damages to the property of client, any misconduct by you, you will be personally responsible for the same and SSSISPL will no way responsible for the same.
- 11. Your salary details are as per enclosed annexure., you hereby authorise SSSISPL to make all salary payments required to be made to you by SSSISPL including all reimbursement either by way of cheque or by directly crediting the amounts to your bank account by way of cheque or by directly crediting the amounts to your bank account.
- 12. You will be entitled for PF deduction / compliances, all other statutory benefits are as per the applicability. ESI will not be applicable to you as per the present laws. You will be eligible for Paid Leave (PL) and maternity benefits as per the company policy.
- 13. In addition to the terms contained herein, your relationship with SSSISPL may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by SAMARTH and you hereby agree to have read and clearly understood the terms of employment provided in the service rules, which is attached herein.
- 14. The night shift allowance will be paid if you work in the overnight shift; this will be paid as per the company's policy. The formula used to calculate Night Shift allowance – CTC/240 days in a year multiply by 25% in to number of days worked in night shift. $360000/240 * 25% * 10$. Similarly, there will be deduction from your salary, if you avail transportation facility provided by the company.
- 15. If there is any change in your address and contact number, this shall be intimated to us immediately.
- 16. We are pleased to inform you that IDEaS India has extended additional benefits to contract employees. Below are the details under which you are covered / eligible with immediate effect.



Wal

Director
S.K.N. Sinhgad School of Business Management
P.O. No. 10/1, Amherst, India - 413 022

Paternity Leave - 10 days of Paternity Leave. The criteria to avail this leave is after completion of one year with IDeaS

Bereavement Leave - 3 days. This leave is applicable for demise of immediate family members (definition of immediate family members - wife, husband, children and parents)

Insurance Policy from Bajaj Allianz General Insurance Co.Ltd.

Group Medclaim - Sum Insured for Group Medclaim Policy – Rs. .100,000.
Policy Period April 1, 2022 to March 31, 2023

Group Personal Accident - Sum Insured for Group Personal Accident Policy - Rs.20,00,000.


For more information you may get in touch with HR / Finance.

We at SSSISPL would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant, we would like you to add value to this process.

Please indicate your acceptance of the terms by signing and returning the copy, indicating your acceptance of the terms mentioned herein. By signing this letter, you confirm that you have read, fully understood and accepted the terms and conditions of this letter.

Yours Sincerely,

For Shri Swami Samarth Industrial Services Private Limited

Authorised Signatory  

Accepted and Agreed

RAZ

Rajas Zende





Director
S.K.N. Sinhgad School of Business Management
No. 10/4, Ambegaon (Pk.), Pune - 411 041



28 November 2022

Vaibhav Bhagawat Misal

Mumbai

412301

Dear Vaibhav Bhagawat Misal

Congratulations!

With reference to your application and subsequent discussions you have had with us, we are pleased to extend to you this offer of employment in Equitas Small Finance Bank Ltd. Upon acceptance of this offer and on your appointment with the bank, you shall be designated as **Sales Officer – Retail Mortgages - Inclusive Banking in Grade - EB2 - Assistant Manager I** based at **Akhi**. The break-up of the proposed Annual Cost to Company (CTC) is given in Annexure 1.

This CTC is subject to review on a periodic basis based on your and the bank's performance and other criteria as may be decided by the bank from time to time. You may be entitled to variable pay based on your role, your performance and overall performance of the bank. This shall be communicated specifically in writing. Any such variable pay is subject to necessary approvals from the management of the bank. All payments made to you are subject to deduction of taxes and any other statutory deductions as may be applicable from time to time as per existing laws.

You shall be on probation for a period of 6 (six) months from the date of your employment. Your probation may be extended by a maximum period of 3 (three) months if your performance during the probation period is not satisfactory. During the probationary period, either you or the bank may terminate your employment by giving 30 (thirty) days notice in writing.

The Bank at its sole discretion may consider adjusting salary (with or without) on completion of the probation period and based on satisfactory performance, you will be confirmed in the services of the bank. As a confirmed employee, either you or the bank may terminate your employment by giving 90 (ninety) days' notice in writing.

You shall devote your whole time and attention exclusively to the business and affairs of the bank and not engage either directly or indirectly in any business or activity in any capacity, either full time or part time, except with the specific written consent of the organization.

This offer and employment subsequent to your acceptance of the terms in this letter is made to you subject to the following:

- The bank receiving satisfactory feedback from at least two professional references from your previous organizations, with one referee being your reporting manager from any of your previous employers.
- Self-declaration of sound health and medical fitness.
- Submission of documents as given in Annexure 2.

If at any time, in the opinion of the bank, which shall be final, you are insincere or are found guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without valid reason or of any conduct unbecoming of the status and the post you hold in the organization, or of any other conduct considered detrimental to the organization or violation of one or more terms of this letter, or if it is discovered at any time that any of your background or credentials that you have mentioned in your application or interviews turn out to be false or wrong, your services may be terminated without notice.

You shall be bound by the terms and conditions of your appointment, internal policies, processes and procedures, as well as code of conduct and confidentiality norms of the bank as may be applicable from time to time.

You are requested to join us on or before 07 February 2023.

Kindly confirm your acceptance of this offer by signing a duplicate copy of this letter and return the same within 7 (seven) days from the date.



Wal
Director
 S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegaon (M.S.), Pune - 411 041

Name	Vishav Bhagwat Misal	
Designation	Sales Officer - Retail Mortgages	
Grade	EB2 - Assistant Manager I	
Division	Inclusive Banking	
Salary Allowance	Monthly (Rs.)	Annually (Rs.)
Basic	15,000.00	1,80,000.00
Flex Benefits Plan	7,200.00	83,500.00
Total Gross (Rs.)	22,200.00	2,63,500.00
Employer's PF Contribution	1,800.00	21,600.00
Total CTC (Rs.)	24,000.00	2,85,200.00

Please Note:

- 10% of Basic shall be deducted towards PF contribution of the Employee as per Employee's Provident Funds and Miscellaneous Provisions Act 1952.
- Profession Tax shall be deducted as per the PT Act 1975 wherever applicable depending on each state.
- Income Tax shall be deducted as per Income Tax Act prevalent wherever applicable.
- Gratuity shall be payable as per payment of Gratuity Act 1972.
- You shall be covered under the Group Medical Insurance Policy of the bank.
- Subject to fulfillment of conditions as laid down by the bank from time to time, you shall be eligible for staff loans.

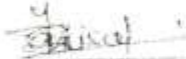
Authorized Signatory

For Equitas Small Finance Bank Ltd

Parshu Mukherjee

Chief People Officer

I have read and understood the above terms and conditions of the offer and hereby accept the offer.



(Vishav Bhagwat Misal)

28 December 2022

Disclaimer: This is an electronically generated offer and does not require a signature.





Director
S.K.N. Sinhgad School of Business Management
S. No. 10/1, Ambegaon (Bk.), Pune - 411 047

Ref No. : 137542/ 2021

March 22, 2021

Musale Ashish Rambhau

Gat No:1192,Plot No:B-10,Sonawane Wasti Road, Durganagar,Chikhali,
Pune,411062.Subject: Employment Letter

Dear Musale Ashish Rambhau,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level - GCM 1)**. Your total emoluments are **Rs. 340000/-** per annum, as described in Annexure A.

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

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

You are requested to report for duties in our **Pune office**, on or before **March 22, 2021** at 10:00 am.

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

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

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

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

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

Syntel Private Limited, Plot No. 91, Software Technology Park, 5th/6th Floor, Pune - 411 014, India | Tel: +91 (0) 20 4220 1000 | Fax: +91 (0) 20 4220 1001
Registered office: One 112, 30th Fl, SEEPZ, Andheri East, Mumbai, 400069, India | Cell No: 022 120011100 | 020202020202 | www.atos-syntel.com



Wal
Director

Sinhgad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 041

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Annexure A – Salary Distribution

Name : Musale Ashish Rambhau
 Designation : Associate Consultant
 Band-Grade : GCM1
 Career Track : Operations

Pay and Allowance	Rs. Per Annum
Basic Pay	119,000
Co's Contribution to Provident Fund	21,600
House Rent Allowance	59,500
Advance Statutory Bonus	28,800
Basket of Allowance	111,100
Annual Cost to Company (CTC)	340,000

Notes:

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

For SYNTEL PRIVATE LTD,



Sujay Puthran
 Head - Human Resources



Wal
 Director

S.K.N. Sinhgad School of Business Management
 S. No. 10/1, Ambegon (Bk.), Pune - 411 047

Syntel Private Limited, Plot No. B1, Software Technology Park, MIDC, Jaymunde, Pune - 412114, India | Tel: +91 (0) 20 4070 1000 | www.atos-syntel.net
 Registered office: Unit 112, SDF IV, SEEPZ, Andhuri East, Mumbai 400096, India | CIN No. U72200MH1992PTC066730 | www.atos-syntel.net



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Date: 11 Dec 2021

Mr Ranjitsinh Balasaheb Malave
At Laxminagar Post Pusesawali Tal Katav
Dist
Salara 415512

Employee No: 2293076

Dear Mr Ranjitsinh Balasaheb Malave

Appointment Letter

We are pleased to appoint you in our organization as CA subject to the following terms and conditions

- Your contract will commence from 11 Dec 2021 and expire on 10 Dec 2022 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 11 Dec 2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
- You hereby agree to be liable for the following terms and conditions:
 - Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - Extend all cooperation to the Client's employees, consultants, representatives, etc. and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
- Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
- Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
- Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
- You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
- Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
- Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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TeamLease Services Limited, Reg No. UJ 4140M190001PTC194003
BMC Commercial Complex, 8th Floor, 50 Feet Road, Koushik Nagar, Bangalore - 560095
Ph: (91-80) 33002345, Fax: (91-80) 33023000, Email: teamlease.com



Mal

Director

K.N. Sinhgad School of Business Management
S. No. 10/4, Ambegaon (Bk.), Pune - 411 041

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Salary Annexure

Employee No: 2293076

Particulars	Amount
Basic	11690
House Rent Allowance	4676
Conveyance	1584
Employer PF Contribution	1593
ESIC - Employer	564
Insurance	200
Statutory Bonus	974
Total Amount	21281
Amount In Words (Rs.)	Twenty One Thousand Two Hundred Eighty One Rupees

Net Pay Annexure

EARNINGS		Amount
Basic		11690
House Rent Allowance		4676
Conveyance		1584
Statutory Bonus		974
Gross Earnings		18924
DEDUCTIONS *		Amount
Employee ESI		131
Employee PF		1593
Professional Tax		200
Total Deduction		1924
Net Salary		17000

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961
 ** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable
 Note : This statement is only for the purpose of information and is illustrative in nature

Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://connect.teamlease.com/learn>

Vol.

Director
 School of Business Management



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 Doc ID- TLD12986C9094

TeamLease Services Limited., CIN No: U74140MH2012PTC194003
 BMCY Commercial Complex, 8th Floor, 80 Durgam Chattrani Road, Pune - 411 005, Maharashtra - 560095.



Date: 21 Feb 2022

Mr Suyog Popat Chaudhary
At post Dhimal Wadi Akole tq

A 422601

Employee No: 2353746
Dear Mr Suyog Popat Chaudhary

Appointment Letter

We are pleased to appoint you in our organization as Officer_S&M subject to the following terms and conditions:

1. Your contract will commence from 21 Feb 2022 and expire on 20 Jan 2023 during which you will render services to our Client Netafim Irrigation India Private Limited at their premises subject to the terms and conditions of the engagement letter executed by you on 21 Feb 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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TeamLease Services Limited, CIN No. L74409G2000PLC118395
Registered Address: BMTIC Commercial Complex, 6th Floor, MIDC Area, Ambegaon, Bangalore - 560095.
Ph: (91-80) 33002345, Fax: (91-80) 3243001 www.teamlease.com



Handwritten signature
Director
N. Sinhgad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 043

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Kotak Mahindra Bank

Date: 27-JUN-2022
Ref No: 145076

Ashutosh Wable
Flat No 1104-A19, Mangal Bhirav, Nanded City

LETTER OF APPOINTMENT

Dear Ashutosh,

We take great pleasure in extending an offer to you to be a part of Kotak Mahindra Bank. We welcome you to the bank, which values and embraces qualities based on simplicity, prudence, humility and integrity.

When you sign this letter, you would have agreed to be a part of the Kotak family and uphold the 'Kotak DNA'. Kotak DNA includes our values, norms, ideology, beliefs, character, personality, and culture originated by our founding team at Kotak and has evolved over the years with new members joining. Our DNA is what defines the firm, and is the most powerful driver of our performance, which differentiates us from others in the industry.

Please find enclosed the Appointment letter.

We wish you a long and enriching career with Kotak!

In case of any queries please feel free to write to us on onboarding.helpdesk@kotak.com

Document certified by MANOJ PRABHAKAR
PHADNIS <manoj.pradnis@kotak.com>

Digitally signed by MANOJ
PRABHAKAR PHADNIS
Date: 2022.06.27 16:12:09
IST

Manoj Phadnis
Executive Vice President – Human Resources

Ashutosh Wable

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC03B137
Kotak Infini, Building No. 21,
Zone 4, 2nd Floor, Infini Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India



Director
K.N. Sinhgad School of Business Management
S. No. 10/4, Ambegaon (Bk.), Pune - 411 041

Registered Office
27 BKC, C-27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai, 400051,
Maharashtra, India



Kotak Mahindra Bank

Date: 27-JUN-2022
Ref No: 145076

Ashutosh Wable
Flat No 1104-A19, Mangal Bhirav, Nanded City

Dear Ashutosh,

We are delighted to appoint you as **Assistant Manager, M1** with effect from **30-JUN-2022**, or from your date of reporting to work whichever is earlier. This letter of appointment will cease to have effect if you do not join by **30-JUN-2022**.

1. **Remuneration** - The details of your remuneration are enumerated in Annexure A. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of **Kotak Mahindra Bank Limited** (herein referred to as the Bank).
2. **Location** - You will initially be posted at our office at **Kotak Mahindra Bank Ltd, 1765-Pune Kothrud-MAH**, but you may be deputed at any other office / branch of the Bank or any of its associate companies or any other location and your services are liable to be transferred to any subsidiary or associate or affiliate company. As a Kotakite, you will perform such duties as are assigned to you by the Bank from time to time relating to the position to which you are now appointed and to which you may be transferred/ promoted in future.
3. **Conditions of appointment:**
 - 3.1 Your appointment is subject to your providing, inter alia:
 - a. A relieving letter from your previous employer relieving you from your duties.
 - b. A copy of the last pay slip from the previous employer.
 - c. Proof of date of birth.
 - d. Photocopies of Qualification documents
 - e. The Bank's application form complete with photograph.
 - f. Proof of identity (either Aadhaar card, passport or voter's ID)
 - g. Satisfactory Background Verification report conducted by the Bank upon your joining.
 - h. Copy of AMFINISM certification (if applicable)
 - i. Copy of IRDA certification (if applicable)
 - 3.2 Your appointment is also subject to your submitting a 'self-certified medical fitness declaration', format of which will be issued by the Bank
4. **Probation** - Your appointment is subject to a probation period of **6 Months**. Permanent placement with us is contingent upon your successful completion of the probation. During this period, your employment may be terminated by the Bank or by yourself by giving 1 months' notice to the other.
5. **Working hours, Leave and Holidays:**
 - 5.1 You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time or in case your role determines, you may be required to work remotely either fully or partially, or full time from office or field working, as per the Bank's 'Remote Working' policy and 'Shift Allowance' policy.
 - 5.2 As a Kotakite and in view of your position and role, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours when the job so requires.
 - 5.3 The hours of work, holidays and paid leave will be in accordance with the Bank's rules and policies. Please note, that if you absent yourself from the services of the Bank without prior written permission of the appropriate authority or overstay sanctioned leave, for the number of days defined in the absconding clause of the Bank's 'Exit Policy', you will be deemed to have abandoned the services of the Bank and your services shall be liable to be terminated by the Bank forthwith.
 - 5.4 Absence from work or disability in performing your duties beyond the period of leave to which you are entitled to under the rules, shall be at the discretion of the management, and the same will be without any remuneration. You shall faithfully observe all the rules and regulations of the Bank and comply with all reasonable orders of your managers and attend to your duties punctually at such place or places, as you may be required.
6. **Governance and Code of Conduct:**
 - 6.1 As a Kotakite, you shall abide by the Kotak "Code of Conduct" which is built over 4 Pillars of Care, upholding the foundation of Trust. The 4 Pillars are:
 - a. **Care for my Colleagues** - You shall ensure that you foster equal opportunity, observe diversity and inclusion, create a harassment free and productive workplace. You shall refrain from financial dealings between colleagues, relatives and others and ensure disclosure of personal relationships and relatives from time to time as mandated under the policy.

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infinity, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra Hill, Mumbai 400051,
Maharashtra, India.



Kotak Mahindra Bank

Annexure - A

Compensation Structure					
	Components	P.M.	P.A.	Frequency	Remarks
a. Basic	Basic Salary	12,650	151,800	Monthly	Minimum 40% of Fixed Pay excluding Section d (Insurances Premiums) & Additional HRA (if any)
b. Housing	House Rent Allowance	662	7,942	Monthly	Upto 50% of Basic Salary
c. Allowances and Benefits	Fitness Allowance	1,000	12,000	Monthly	Amount paid per month under Health and Fitness related Benefit. You can enter your fitness goals by visiting on Kotak's site: Health to the power of 24x7
	Statutory Bonus	2,530	30,360	Monthly	Payable as per Payment of Bonus Act
d. Insurances Premiums	Mediclaim		7,080	Annual	This denotes average Premium for covering you and dependents (partner and 2 children) for 4 Lakhs family floater. Additional cover of 2Lakhs for employees post completion of 5 years. You will be covered by default, coverage of the dependents as per your declaration. More details in Kotak Mediclaim Policy. Policy is renewed in April every year. Voluntary top-up and parents policies cover premium is paid by you.
	Kotak Term Life + GPA		1,300	Annual	This denotes average premium for the grade calculated as per Term Life cover for the grade. Life Insurance Policy: 1.5 times of CTC or grade-wise limit whichever is higher. Group Personal Accident Policy (GPA): 3L or 1 time CTC, whichever is higher. Refer Term Life Insurance Policy & Group Personal Accident Policy.
e. Retirals	Contribution to Gratuity Fund		7,302	Annual	This amount is 4.81% of Basic Salary. However gratuity is payable after 5 years of continuous service as per The Payment for Gratuity Act. As per current gratuity policy of the company, exgratia is paid on pro-rata basis at the time of separation even if length of service is less than 5 years.
	Contribution to Provident Fund		18,216	Annual	Company's contribution towards PF @ 12% of Basic
f. Total Fixed Pay (a+b+c+d+e)		18,842	236,000		
Other Benefits					
Role Based Allowances/ Benefits	<ul style="list-style-type: none"> - Shift Allowance - for employees working in shift as per Shift Working policy - Reimbursement towards Remote Working expenses - for the roles as per Remote working Policy. - Corporate Mobile SIM - for the roles as per Mobile Policy - Corporate Credit Card - In case your role and grades defined as per Corporate Credit Card policy - Laptop/ Desktop - as per the role eligibility and company policy. 				
Other Benefits	<ul style="list-style-type: none"> - Emergency Loan - Refer to Emergency loan policy for eligibility amount and other details. 				

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC036137
Kotak Infiniti, Building No. 21,
Zone 4, 2nd Floor, Infiniti Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.



Director
S.N. Sinhaad School of Business Management
No. 10/1, Ambegaon (Bk.), Pune - 411 042
Bamburda Road, Ambegaon,
Bandra (E), Mumbai - 400051,
Maharashtra, India