



Prof. Dr. Tanaji Sawant
 B.E.(Elect.), PGDM, Ph.D
FOUNDER SECRETARY

Dr. Manohar Karade
 Ph.D., UGC-SET, MBA-HRM
 M.A.-ENG, B.Ed, DIT
Incharge Director

HEI UNDERTAKING

NUMBER OF PLACEMENT OF OUTGOING STUDENTS DURING A.Y.2021-22

Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment (In Lakhs)
SWAPNIL KISAN ATOLE	MBA	USV PVT LTD	5
PALLAVI GANESH AVAGHADE	MBA	CAPITA	5.2
TEJSWINI PRAKASH BOKIL	MBA	MAVIN PRO SOLUTIONS PVT LTD	4.5
TUSHAR VIJAY CHOUDHARI	MBA	CONNECTING TALENT	11.7
ASHAY ARVIND DESHPANDE	MBA	RAGAS WORLD FILM & RECORDING	18
SACHIN SOMNATH DEVKATE	MBA	PRINCIPAL GLOBAL SERVICES	11.9
RASHI PANKAJ DIKSHIT	MBA	REMOTE STAR PVT LTD	5.2
SANKET VASANT GAIKWAD	MBA	GOVIND MILK & MILK PRODUCTS PVT LTD	5
SMRUDDHI AVINASH GAIKWAD	MBA	OMICOM MEDIA GROUP	8.5
ADITYA BABASAHEB GORE	MBA	BYJUS PUNE	5
PRANJALI PRAKASH JIBHENKAR	MBA	AMAZON PUNE	7.2
SAKSHI ANILRAO CHOUDHARI	MBA	GOVIND MILK & MILK PRODUCTS PVT LTD	5
PRAVIN DEVIDAS GAIKWAD	MBA	QUESS CORP LTD	7.72
POOJA PRANESHRAO JOSHI	MBA	REALIS CONNECT INDIA PVT LTD	6.4
PRASAD BIBHISHAN KADAM	MBA	REALIS CONNECT INDIA PVT LTD	6.6
KRISHNA RAJGOPAL KARWA	MBA	CAPEGEMINI TECHNOLOGY	5.1
SHUBHAM SHAMRAO KASHIDKAR	MBA	DRAEXLMAIER MFG.INDIA PVT.LTD.	6.3
PRATIKSHA RAMCHANDRA DHAINJE	MBA	SGMS MAINTENANCE SERVICES	6.5
NIKITA SHASHIKANT KALE	MBA	Z.P.SCHOOL YAVAT NO.02	5.28
PAVAN GAJANAN KENDRE	MBA	CIPLA	6.6
POOJA KRUSHNA MANE	MBA	WNS	5
SNEHAL CHANDRAKANT MASHALKAR	MBA	INFOSYS	6.9
MALLAYYA GADAGAYYA MATHAPATI	MBA	IDFC FIRST BANK	6.3
VINAYAK AMBADAS PENTA	MBA	ADITYA SALES CORPORATION	2.7



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 Jayawant Shikshan Prasarak Mandal
 Institute of Management & Research
 Hadapsar, Pune - 411 028



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RISHABH MANOHAR RAJMANE	MBA	CUMMINS INDIA	6.5
NITEESH BALASAHEB ROKADE	MBA	GOVIND MILK & MILK PRODUCTS PVT LTD	5
SHEETAL BALASAHEB ROKADE	MBA	BHOOMI GREEN ENERGY	6.8
GAURI SANDEEP SHINDE	MBA	AMISEQ INDIA PVT LTD	5.2
VAIBHAV SUHAS SHINDE	MBA	EPISOURCE INDIA PVT LTD	6.25
AFROSE ABUTALIB SIDDIQUI	MBA	BHARAT HIRE.COM PVT LTD	5.32
MRUNAL KISAN SONAWANE	MBA	ULTRA PRECISION INDUSTRIES	7.5
PRATIK DIGAMBAR TANPURE	MBA	MSC SERVICE CENTER INDIA PVT LTD.	7.5
NISHA DILIP VARSHINDKAR	MBA	ADITYA BIRLA PVT LTD	5.8
RADHA ASHOK POLISHI	MBA	WNS	5.3
VIDHYA RAMESHRAO LONE	MBA	CORAZON HOMES PVT LTD	6.4
KHUSHAL GANPAT KAMDI	MBA	ASTER DEPENDABLE SERVICES	4.5
NIKHIL ANIL KUNDGAR	MBA	TIRUMALA FACILITY MGT.PUNE	5.5
GANESH SHANTARAM LAMBHATE	MBA	MAHINDRA FORGING	9.04
SHIVAM RAGHUNATH MANE	MBA	TCS	5.8
RUTUJA BALAJI MATE	MBA	TSS CONSULTANTS PVT LTD	3.5
AKASH VASANT PATIL	MBA	ASTER DEPENDABLE SERVICES	4.5
DIKSHA ANIL PATHRABE	MBA	TELUS INTERNATIONAL DIGITAL SOUTIONS	7.7
AKASH BADRINATH ROTE	MBA	CORAZON HOMES PVT LTD	4.8
KAJAL CHANGDEV SHINDE	MBA	GOVIND MILK & MILK PRODUCTS PVT LTD	5
SACHIN DADARAO SHEGAR	MBA	ADITYA SALES CORPORATION	2.5
PRASHANT SUDHAKAR SHINDE	MBA	ZYDUS INDIA PVT LTD	5
SHUBHAM PRAVIN WANKHEDE	MBA	SAHAYADRI HOSPITAL	5.1
RITESH ANANT ZOPE	MBA	INNOVSOURCE SERVICES PRIVATE LTD	3.8
RAVINDRA MADHUKAR LOKARE	MBA	CORAZON HOMES PVT LTD	5.4
HARSHAD PRATAPRAO MORE	MBA	OMSHREE INDUSTRIES	4.5
NAHIN KHAJULAL BAGWAN	MBA	INFOSYS	5.25
SUSHIL VINOD BELWANSHI	MBA	CORAZON HOMES PVT LTD	5.4
ANIKET BALASO BHOSALE	MBA	ULTRA PRECISION INDUSTRIES	4.5
PRACHI SUNIL BHOSALE	MBA	TECH MAHINDRA BUSINESS	4.4



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		SERVICES	
SANKET VASANT GAIKWAD	MBA	PROSPERITY SHELTERS	4
PRATIMESH GANESH HALKARE	MBA	TCS	4.5
SIDAJI LAXMAN KAMBLE	MBA	TSS CONSULTANTS PVT LTD	3.5
ROHAN RAVINDRA PATIL	MBA	TEAM LEADS SERVICES LTD	3.8
KAPIL KESHAVRAO SHINDE	MBA	INNOVSOURCE SERVICES PRIVATE LTD	10
POONAM BHAUSAHEB RAMGADE	MBA	CORAZON HOMES PVT LTD	3
SHOBHA SURESH SAPKALE	MBA	MANIK NEST PVT LTD	4.8
VRUSHALI SANGHRATNA SAWANT	MBA	TELUS INTERNATIONAL DIGITAL SOUTIONS	7.7
PRANAV SHINDE	MBA	SWIFIC TECHNOLOGY PVT LTD	4.75
NILESH SHIVAJI THOMBARE	MBA	INNOVSOURCE SERVICES PRIVATE LTD	3.8
RUTURAJ UMESH NATH	MBA	ADITYA SALES CORPORATION	4.52
DNYANESHWAR RAVAN NAGARGOJE	MBA	VERITAS	4.5
VARAD WALCHAND MUNDHE	MBA	INNOVSOURCE SERVICES PRIVATE LTD	3.6
VAISHNAVI AODHUTRAO LAWANKAR	MBA	ULTRA PRECISION INDUSTRIES	4
SMRUTI SANTOSH LOKHANDE	MBA	WNS	5.3
YASHODHAN DADASAHEB OMASE	MBA	TSS CONSULTANTS PVT LTD	3.5
PRAJAKTA RAVINDRA MAHALE	MBA	CORAZON HOMES PVT LTD	2.1
SAURABH PADMAKAR KAMTHE	MBA	ADITYA SALES CORPORATION	4.52
ATHARV MARUTI MALI	MBA	ICICI	5.2
RAJPATHAK PALLAVI	MBA	WRUTH INDUSTRIAL SERVICES INDIA PVT LTD	3.5
CHOPADE HARSHADA ASHOK	MBA	CUMMINS INDIA	6.5
ADKINE NISHIGANDHA	MBA	OMSHREE INDUSTRIES	4.5
AVTADE NIKITA NITIN	MBA	VERITAS	7
BADHE VAISHNAVI PRAKASH	MBA	ASTER DEPENDABLE SERVICES	4.5
CHAUGULE SACHIN VASANT	MBA	OMSHREE INDUSTRIES	4.8
BEDRE VINAYAK RAMCHANDRA	MBA	FIS SOLUTIONS (INDIA) PRIVATE LIMITED	6.93
GIRIGOSAVI ABHIJIT GANESH	MBA	EXL	3
PATIL SWATI BHARAT	MBA	OMSHREE INDUSTRIES	4.8



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PAWAR CHAITRALI YUVRAJ	MBA	CORAZON HOMES PVT LTD	3
KULKARNI PRERANA MAHARUDRA	MBA	TSS CONSULTANTS PVT LTD	3.5
KALYANKAR APURVA NANARAO	MBA	INNOVSOURCE SERVICES PRIVATE LTD	3.8
JOSHI SNEHA SUNIL	MBA	WNS	5
JAGTAP AAKANKSHA	MBA	ULTRA PRECISION INDUSTRIES	4.8
PHULE ATUL RAVINDRA	MBA	CORAZON HOMES PVT LTD	3
GAWALI GOVIND DILIP	MBA	GOVERNMENT	4.5
DHADAGE KOMAL MADHUKAR	MBA	FIS SOLUTIONS (INDIA) PRIVATE LIMITED	7.1

Highlights of Placement for A.Y.2021-22

Highest Package: 11.9 Lakhs

Average Package: 7 Lakhs

Lowest Package: 2.5 Lakhs



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USV Private Limited

Arvind Vithal Gandhi Chowk,
B.S.D. Marg, Govandi, Mumbai - 400 088 INDIA.
Phone : +91-22-2556 4048 Fax : +91-22-2558 4025
CIN : U24239MH1961PTC012098
web : www.usvindia.com



6th February 2021

Mr. Swapnil Kisan Atole
H.No D/D2/104,
Trimurti Nagar,
Pune Saswad Road, Phursungi,
Pune-412307
Mobile:-7020523566

OFFER LETTER

Dear Mr. Swapnil,

Congratulations on your selection in USV!

This refers to your application and the subsequent interview/s you had with us, we are pleased to inform you that you have been selected in the **Business Executive** cadre in Level **L1(B)** designated as "**Business Executive – Domestic Sales, Tazloc Team**" at **Pune HQ**. The notice period for your cadre is 30 days.

The said offer is subject to:

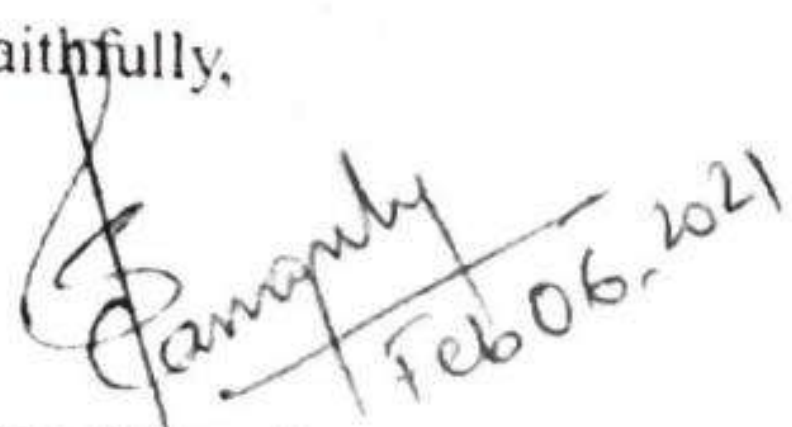
1. The standard terms and conditions as explained and agreed between us in our meeting.
2. Your medical fitness certificate.
3. Your positive reference checks.

We would like you to join us on or before **8th February 2021** and you will have to meet **Mr. Somnath Kharat -Area Business Manager, Pune** The detailed Appointment letter will be issued to you at the time of joining after completing all the joining formalities.


Please acknowledge the duplicate copy of this Offer Letter as a token of your acceptance of this offer.

We look forward to have you in our midst at the earliest!

Yours faithfully,


Suprative Ganguly
Authorised Signatory

CC: Personal file /HOD


Received & Accepted
Swapnil Kisan Atole
Date :

USV Private Limited

Arvind Vithal Gandhi Chowk,
B.S.D. Marg, Govandi, Mumbai - 400 088 INDIA.
Phone : +91-22-2556 4048 Fax : +91-22-2558 4025
CIN : U24239MH1961PTC012098
web : www.usvindia.com



6th February 2021

Mr. Swapnil Kisan Atole
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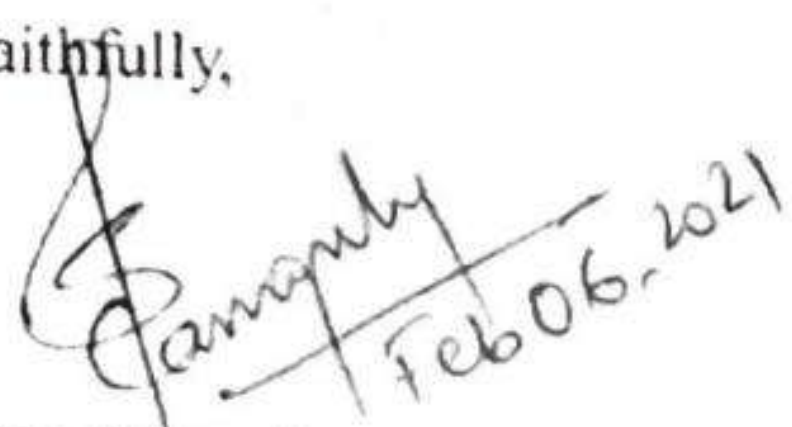
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Yours faithfully,


Suprative Ganguly
Authorised Signatory

CC: Personal file /HOD


Received & Accepted
Swapnil Kisan Atole
Date :



Date : 29/11/2021

Offer of Employment

To,

Aakanksha Jagtap

Survey No 23, Plot NO 4 Righad, Satara 402303

Dear Aakanksha,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Sales Executive in Ultra Precision Industries**. The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **Dec 3rd 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical checkup in our prescribed medical center.

The annual starting salary for this position is 300000 to be paid and which is starting on 1st December 2021.

Your employment with **Ultra Precision Industries** will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.



ULTRA PRECISION INDUSTRIES

(AN ISO 9001 : 2015 CERTIFIED CO.)

Please confirm your acceptance of this offer by signing and returning this letter by 29th November 2021.

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

Regards,



**For Ultra Precision Industries,
Business HEAD**

Ultra Precision Industries

Plant -1 : S-117 / 1, Vikas Nagar, Near Vishwavilas Bharat Gas, MIDC, Bhosari, Pune - 411026
Maharashtra, India. Mob.no: 9921707097



PRIVATE AND CONFIDENTIAL

Date: 22-Feb-2022

ABHIJIT GANESH GIRIGOSAVI

Lane no 10 sr. No. 38 flat no. 103 nishigandh building, sai colony kalepadal hadapsar, Pune

, Maharashtra Pin Code: 411028

Pune 411028

India

EMPLOYMENT AGREEMENT

Dear ,

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** to the position of **Executives** at Band **A1** , on the terms and conditions set out herein after:

1. EMPLOYMENT

1.1 Your effective date of joining shall be no later than : **28-Feb-2022**

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, interests and/or positions on such terms & conditions as Company may prescribe in its sole discretion. In case Company do not accept or provide consent to any such directorships, interests and/or positions, you hereby agree to withdraw from any such directorships, interests and/or positions immediately and without any demur or protest.

(v) If you breach, fail to fulfill or comply with any of the aforesaid conditions, this offer shall stand revoked automatically without any further reference or notice to you (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment will automatically terminate without giving you any claim for compensation or damages, but without prejudice to the Company's rights and / or remedies against you.

1.4 Probation:

(i) You will be on probation* for a period of **180 Days** from the date of joining which can be extended by the company at its sole discretion in case your performance does not meet requisite standards or for any other reason as deemed fit or proper by the company. At the end of the probation period your services with the company would be deemed confirmed unless specifically extended by the company in writing, within the said period of **180 Days**

*No probation period for Band D and above

(ii) During the period of probation including during the extended period of probation, if any, your services are liable to be terminated by either party at any time without cause with **14** days written notice or paying to the other party, in advance or simultaneously with letter, salary in lieu of such notice or salary for such period by which the notice period falls short of. However, if the exigencies of work, business or client commitments so requires; or if you are handling any sensitive, critical, confidential or time bound assignment / project / work; or if you want to leave in the middle of work, without serving your full notice period, wherein your presence, involvement or participation is required or is deemed necessary by the Management; or if any work is pending at your end; or if Management does not find suitable replacement or substitute in your place; or if satisfactory, full and proper hand-over and/or knowledge transfer is not given by you to the satisfaction of the Management; or if your not serving full notice period may have adverse impact on the business, client or work commitments or on your team, the Company may decline to relieve you earlier than the expiry of the entire period of notice. Your exit formalities will be initiated, and your relieving and experience letters will be issued subject, inter alia, to your fulfilling the aforesaid requirements. For removal of all doubts, it is hereby clarified that the term salary for the purposes of notice or notice period shall mean gross salary, which shall include basic salary, all the allowances, benefits and perquisites

as per Appendix 1.

(iii) In case, during your notice period, you abruptly stop reporting to duties or if you abscond from duties or absent unauthorizedly or absent without authorization without prior information to, and prior permission from, the Management, the Management shall mark you as 'absenting unauthorizedly' / 'unscheduled off' and you shall not be entitled to any salary / wages for aforesaid period. In aforesaid situation, Company shall not be under any obligation to issue your relieving and experience letters. The term 'unscheduled off' shall mean 'absenting unauthorizedly' or 'unauthorized absence'.

(iv) Further, on your giving the notice of resignation, the Company may at its sole discretion relieve you from such date, as it may deem fit, even before the expiry of notice period, by paying salary in lieu of notice period, based on the business needs of the Company which may include without limitation client requirements or any security reasons or any productivity issues or your presence on Company premises including without limitation on the production / operation floor bringing in any negative impact on the working environment. The Company may take appropriate decision on such or similar situation. Alternatively, Company may instruct you to proceed on garden leaves with salary during the period of your notice.

(v) Company shall recognize and accept the resignation tendered via official Company email (for removal of all doubts, it is hereby clarified that you are not, and shall not be, entitled / authorized / permitted to use client email for sending your resignation) or hard-copy resignation only. Therefore, any resignation submitted or informed via personal email, verbally, via sms, via telephone, via social media, or any other mode whatsoever shall not be recognized or taken notice of by the Company and same shall thus be not binding upon the Company.

(vi) Waiver of notice period is at the sole discretion of the Company. If Company exercises such discretion then notice period shall be waived of by the Company in writing only therefore any verbal assurance given by, or discussion with, supervisor, manager, Human Resources team, etc. would not be binding upon the Company or its management.

(vii) You having received at least one (1) dose of a COVID-19 vaccine, which has received at least emergency use authorization from the Government of India.

2. Place of posting

2.1 Your initial place of posting shall be at **Pune** . However, your services are transferable to any other another place either in existence now or which would come into existence henceforth. You may be transferred within India or outside India to serve the Company or any of Company affiliates. You may be transferred to any of Company's or its affiliates existing offices or locations anywhere or to any of the future offices or locations which may come into existence or may get acquired henceforth / any-time in future. It is a condition to your employment that you comply with any such requirements of the Company. The transfer will not deem to constitute a change in your conditions of service. The Company will not be responsible for any of your acts leading to any action against you as per the law of the country or state you have been deputed or transferred to.

2.2 You may however also be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other company associated to the Company or to Company's clients' or clients' customers offices whether in India or abroad.

2.3 Your place of work shall change in case of any relocation of the Company's offices, for which you shall not be entitled to any additional compensation.

2.4 Actual work timings and shifts may vary from time to time based on business and client / client's customer service requirements. The Company reserves the right to change the working hours at any time and employee will be advised of the changes in advance. An employee is expected to work in any shift including in night shift as may be assigned to him/her by the Management.

3. Performance of duties

3.1 You shall be assigned with all the duties and responsibilities of the **Executives** at Band **A1** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

3.2 You shall, at all times, be required to carry out the duties and responsibilities assigned to you by the Company, faithfully and diligently and in compliance with the established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.

3.3 You have represented, stated, affirmed, declared and/or accepted, and/or you hereby represent, state, affirm, declare and/or accept that you presently are not in any kind or form of dual employment whatsoever and/or there is no impediment whatsoever including without limitation legal or contractual that prevents, stops, debars or disentitle you from accepting this offer or joining the Company's employment, and you hereby unconditionally agree, promise, guarantee and/or consent that you shall, without demur, fully indemnify the Company and its management, directors, managing director, principal officer, officers, employees, representatives, advisors, assigns and successors (here-in-after collectively and/or severally referred to as the "Indemnified") and you shall, perpetually and irrevocably, keep the Indemnified fully defended, saved, harmless and indemnified from or against any or every losses, liabilities, damages, claims, demands, settlements, charges, fees, amounts, expenses and/or costs (here-in-after collectively and/or severally referred to as the "Losses") including without limitation as may be suffered, sustained, incurred or paid by, or alleged, levied or adjudicated against, or demanded or claimed from, the Indemnified. Without prejudice to afore-said, this offer is made on the clear understanding that your employment is on whole-time basis and that you shall not undertake, do, involve or engage in and/or accept any other part-time or full-time work, job, employment or any independent assignments, without the prior authorized, unambiguous and specific written consent of the Company. You shall not, during the term of your employment engage directly or indirectly, whether part-time or full time, whether for profit / commercial interest or otherwise, in any other employment, business, occupation, profession, vocation or activity, whether as a principal, agent, servant, employee or otherwise, which whether or not be detrimental, whether directly or indirectly, to the Company's interests. Any engagement by you as aforesaid shall be construed as dual employment and you shall be liable to face strict disciplinary action for the same, which may go up to termination of your employment without any compensation or damages to you. Further, Company, without prejudice to its rights and/or remedies, reserves the right to seek injunctive relief against you and you hereby unconditionally agree, promise, guarantee and/or consent that you shall, without demur, fully indemnify the Indemnified and you shall, perpetually and irrevocably, keep the Indemnified fully defended, saved, harmless and indemnified from or against any or every Losses including without limitation as may be suffered, sustained, incurred or paid by, or alleged, levied or adjudicated against, or demanded or claimed from, the Indemnified. Notwithstanding anything contrary contained here-in and/or without prejudice to afore-said, the Company reserves the right to claim from you the Losses or any deficit including by way of deductions from your salary, emoluments or remuneration including full & final settlement and/or as per the process of law and you hereby unconditionally authorize the Company to do so without any or further notice or reference to you.

3.4 You shall use the office of the Company only for rendering such services for which you have been appointed.

3.5 You are expected to attend office, except when traveling on business, during the working hours/shifts as may be

decided by the Company. The Company practices a 48-hour work/week for all staff and management employees. You may be called upon to work in any of the shifts depending on the business and customer service requirements. Actual work timings and shifts may vary from time to time based on business and customer service requirements. By accepting this offer, you hereby agree to work in any shift including in night shift as may be assigned to you by the management. In case you, for the reasons attributable to you, work for less than 8 / 9 hours a day (as the case may be depending upon your location of work), it would be treated as absence from duty and your wages / salary shall be deducted accordingly.

3.6 You shall first apply for leave and get it sanctioned from your supervisor before proceeding on leave. Any leave taken by you otherwise shall not be taken cognizance of and your supervisor shall be entitled to mark you as 'absenting unauthorizedly'/'on unscheduled off'. Any sick leave of over three days' has to be supported with medical certificate, fitness certificate and other medical documents including prescriptions, medicine bills, reports and records to support your sickness and treatment. Any emergency leave shall be informed by you personally to your supervisor over a phone (not via sms) at least six hours before your shift time otherwise you would be marked as 'unauthorized absence'/'or unscheduled off'.

3.7 The employees shall be entitled to their monthly emoluments only if they give the normal production/output and perform work according to their scheduled working hours. In case, therefore, the employees resort to go-slow and/or intermittent stoppage of work, or slow-down or work-to-rule, or absent from duty, which shall include employee's absence from the place or places where, by the terms of his/her employment or Company's instructions, he or she is required to work (the employee shall be deemed to be absent from the place where he/she is required to work if, although present in such place, he/she refuses, defaults, omits or neglects to carry out his/her work), or the like, such employees shall be entitled to receive wages/salary only in proportion to the production/output given by them / hours during which they have actually performed normal work. This is without prejudice to the right of the management to effect penal deduction of wages/salary under applicable law or this Employee Handbook.

3.8 You shall use client provided / allotted e-mail for rendering services to client only or strictly for client related official work only. Such e-mail shall not be used by you for any other purpose including without limitation for applying for leave, for tendering your resignation, for raising any grievance, etc. Further, you shall not communicate with the client or with client customers' directly via any mode or medium whatsoever unless prior written specific authority is provided to you by the Management.

4. Background Verification

The Company will get employee's background verified either internally or through any external agency engaged by the Company. By accepting the employment offer, employee agrees that he/she has no objection, , to any such background verification and grants the Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to employee 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 employee and/or without further or additional consent from an employee.

5. External Interests

Every employee shall fully and truly disclose on his/her own behalf and, if married, on his/her 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, interests and/or positions on such terms & conditions as Company may prescribe in its sole discretion. In case Company do not accept or provide consent to any such directorships, interests and/or positions, employee shall withdraw from any such directorships, interests and/or positions immediately and without any demur or protest.

6. Compensation

6.1 As compensation for services to be rendered, you shall be paid a Basic Salary of Rs. **1,79,077** per annum. The salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month but before expiry of the 7th day of the succeeding calendar month. Other allowances and benefits payable shall be as detailed in Appendix 1 hereto.

6.2 The payment of all compensation shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

6.3 The compensation paid to you has taken into consideration the status and responsibilities of the appointment and as such, you will not be entitled to any other payment by way of any other allowances.

6.4 By accepting this offer you authorize the Company to deduct from your remuneration including on termination of employment (including from salary, salary in lieu of notice, holiday pay, allowances, discretionary bonus (if any), etc.) all debts owed by you to the Company or any of its group or affiliate companies or any fine or recovery imposed by the Company including pursuant to the Company's disciplinary procedure or to deduct any amount for absence from duty or for notice period not served by you or for damage to or loss of goods or Company assets or for recovery of advances or loans, etc.

6.5 As per the current policy of the company, you will be eligible for a target performance bonus above your Fixed CTC, consistent with the targets and other criteria of the Company's corporate bonus policy. The bonus is payable only if you are employed by the Company on the date of the bonus payment and have not given notice of resignation prior to the said payout date. This policy is subject to change at the discretion of Management. Taxes as applicable shall be deducted. (*Not Applicable for employee who are on another incentive plan)

Bonus payments are subject to approval of the Company's board of directors (the "Board") and bonuses generally are reviewed, approved and paid during the March/April timeframe of each year as determined by the Board in its sole discretion

7. Confidentiality

7.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, employee relations, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company or to Company employees, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold

such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or the benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality and Non Compete Agreement' in the form annexed to this letter.

7.2 You undertake not to make copies or duplicates of any Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

7.3 You shall keep strictly confidential, details of your salary and employment benefits within and outside the Company.

7.4 You agree and confirm that the terms and conditions of this Clause 5 shall survive the termination or discontinuation of your services with the Company.

8. Intellectual property rights

You shall be required to disclose promptly, completely and in writing to the Company any discovery, invention, methodology or improvements made thereto, process, software applications or products, conceived, developed or discovered by you, either individually or jointly with others, during your employment ("Inventions") and such Inventions whether or not patent applications are filed thereon shall at all time belong absolutely to and be the sole and absolute property of the Company. You agree to treat such Inventions as Company proprietary and confidential and to use such Inventions solely for the benefit of the Company. You agree to assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the Inventions, information, materials, products and deliverables developed during the performance of services to the Company. You agree that all the work performed by you and all Inventions, information, materials, products and deliverables developed by you while in the employment of the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. All such Inventions, information, materials, products and deliverables shall be deemed to be "works made for hire" under the United States Copyright Laws or applicable Indian laws (or any other applicable law). If and when required by the Company, you shall at the Company's expense take out or apply for letters patent, licenses or other rights, privileges or protection, as may be directed by the Company in respect of such Inventions, so that the benefit thereof accrues to the Company. You shall execute and do all instruments, acts, deeds and other things, which may be required by the Company for assigning, licensing any Inventions made during the employment, which shall vest with the Company including the name and all benefits arising in respect thereof.

Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the Inventions, information, materials, products or deliverables developed by you during the performance of your services as an employee of the Company.

9. Disciplinary action procedure

Any breach of the Company's Code of Conduct, policies, etc., or any act of omission or commission constituting misconduct, or failure to attain or maintain a satisfactory work standard, by any employee will be regarded as a disciplinary or capability matter. The procedure for such misconducts, matters or offences including major misconduct shall be as set out under the Code of Conduct and/or Progressive Disciplinary Policy. If you are accused of misconduct, you shall be liable to be suspended from service pending or in contemplation of enquiry. During suspension, you shall be entitled only to a subsistence allowance at the rate described in the attached Appendix - 2, forming an integral part & parcel of this

employment agreement. The rate of subsistence allowance, as described in Appendix - 2, is as per the prevailing statutory regulations and is subject to change in terms of any statutory amendment thereto. Accordingly, the rate of subsistence allowance as per prevailing regulations, applicable from time to time, shall apply. If you are found guilty of any charge of misconduct, you shall be deemed to be absent during the suspension period and not be entitled to any compensation, remuneration or other amount except the subsistence allowance paid / payable. In the enquiry, you may bring only a co-employee (who is not accused of similar charges) to represent or assist you. In no case would you be entitled to bring any outsider who is not employed with the Company, to represent or assist you at such enquiry.

10. Code of Conduct

You shall abide and be bound by the Company's Code of Conduct, and the Code of Conduct will form a part of this employment agreement. The Code of Conduct may be changed at any time at the discretion of the Company and the changed Code of Conduct shall thereupon bind you. You will also carry out and abide by any instruction, policy issued by the Company from time to time.

11. Lay off, termination of employment and retirement

11.1 The Company may, in the event of shortage of orders, finance, stores, power, etc., or, breakdown of machinery, equipment, communication or network systems, etc., or any serious technical issues, or any restrictions or the like placed by the Government or any statutory authority or the like, or seasonal variations or adverse climatic conditions or the like, or fire, catastrophe, civil commotion, epidemics, natural calamity, disaster, strike or slowing down of work on the part of employees, or any other sufficient cause of any nature whatsoever, temporarily stop work in any department / unit of the establishment or part thereof and lay-off any employee or employees concerned (including you), continuously or intermittently, for such period(s) as deemed necessary by the Management Company.

During any period or periods of lay-off, you shall not be entitled to any wages or compensation except compensation under any applicable law; provided that, in case of lay-off for more than 45 days during any period of twelve months, no lay-off compensation, in any case, shall be payable to any employee after the expiry of the first 45 days of lay-off, whether continuous or intermittent, which you are hereby deemed to have specifically agreed to by accepting the offer of appointment and remaining in the service of the Company.

11.2 (A) After completion of the Probationary period, either the Company or you may at any time terminate this agreement without cause by giving in writing to the other party 45 days notice or paying to the other party, in advance or simultaneously with letter, salary in lieu of such notice or salary for such period by which the notice period falls short of. However, if the exigencies of work, business or client commitments so requires; or if you are handling any sensitive, critical, confidential or time bound assignment / project / work; or if you want to leave in the middle of work, without serving your full notice period, wherein your presence, involvement or participation is required or is deemed necessary by the Management; or if any work is pending at your end; or if Management does not find suitable replacement or substitute in your place; or if satisfactory, full and proper hand-over / knowledge transfer is not given by you to the satisfaction of the Management; or if your not serving full notice period may have adverse impact on the business, client commitments or on your team, the Company may decline to relieve you earlier than the expiry of the entire period of notice, and withhold your relieving and experience letters. Your exit formalities will be initiated, and your relieving and experience letters will be issued subject, inter alia, to your fulfilling the aforesaid requirements. For removal of all doubts, it is hereby clarified that the term salary for the purposes of notice or notice period shall mean gross salary, which shall include basic salary, all the allowances, benefits and perquisites as per Appendix 1.

(B) In case you, during your notice period, abruptly stop reporting to duties or if you abscond from duties or absent unauthorizedly or absent without authorization without prior information to, and prior permission from, the Management, the Management shall mark you as 'absenting unauthorizedly' / 'unscheduled off' and you shall not be entitled to any salary / wages for aforesaid period. In aforesaid situation, Company shall not be under any obligation to issue your relieving and experience letters. The term 'unscheduled off' shall mean 'absenting unauthorizedly' or 'unauthorized absence'.

(C) Further, on your giving the notice of resignation, the Company may at its sole discretion relieve you from such date, as it may deem fit, even before the expiry of notice period, by paying salary in lieu of notice period, based on the business needs of the Company which may include without limitation client requirements or any security reasons or any productivity issues or your presence on the Company premises including without limitation on production / operation floor bringing in any negative impact on the working environment. The Company may take appropriate decision on such or similar situation. Alternatively, Company may instruct you to proceed on garden leaves with salary during the period of your notice.

(D) Company shall recognize and accept the resignation tendered via official Company email (for removal of all doubts it is hereby clarified that you are not, and shall not be, entitled / authorized / permitted to use client email for sending your resignation) or hard-copy resignation only. Therefore, any resignation submitted or informed via personal email, verbally, via sms, via telephone, via social media or any other mode whatsoever shall not be recognized or taken notice of by the Company and same shall thus be not binding upon the Company.

(E) Waiver of notice period is at the sole discretion of the Company. If Company exercises its discretion then waiver of notice period shall be in writing only therefore any verbal assurance by, or discussion with, supervisor, manager, Human Resources team, etc. would not be binding upon the Company or its management.

(F) After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

11.3 Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing Confidential Information or relating to the business or proposed business of the Company. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents / property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

11.4 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in paragraph 3.1 above, or to carry out no duties, and to instruct you not to communicate with clients, client's customers, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period. You shall not be entitled to engage in any other employment, work or business during the notice period. You shall not be entitled to take any leave (unless applied for and permitted in writing, and sanctioned, by the management and on such terms & conditions as may be prescribed by the management) during the notice period. Any leave sanctioned by the management shall result in extending your notice period by number of days you had taken the sanctioned leave.

11.5 You shall retire on your 60th birthday or the last day before that, if your birthday does not fall on a working day.



11.6 In addition to all the rights of the Company provided for in this employment agreement and under law, the Company may terminate your employment forthwith in any of the following circumstances:

- (i) Breach by you of any of the terms of this employment agreement;
- (ii) Breach of any clauses of the Company's Code of Conduct as referenced in clause 8 hereinabove;
- (iii) Unauthorized absence beyond a period of 5 (five) consecutive days;
- (iv) Inability to perform your duties beyond a period of (30) days, whether on medical grounds or on any other grounds;
- (v) Physical or mental incapacitation to perform your duties;
- (vi) Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- (vii) Commission of any act detrimental to the interests of the Company;
- (viii) Commission of any act of moral turpitude;
- (ix) Major misconduct;
- (x) Commission of an act of insolvency;
- (xi) Conviction in any court of law for the commission of any crime; or
- (xii) Your performance is continuously measured as below expectation for a period of two months, despite due training.
- (xiii) Either refusing to appear for a drug test as per company policy or failing to clear the drug test.
- (xiv) Breach of Information Security Guidelines

Every EXL employee must be aware of their individual responsibility to maintain compliance with Information Security, Cyber Security and Data Privacy policies and undergo periodic trainings and awareness in this area. All employees must refer to to understand the Company's requirements with respect to the collection, storage, use, transmission and disposal of information in electronic, voice or tangible written forms. The policy also details out guidelines for laptop users, access control, Email access, password management, Blackberry and PDA usage and maintaining clean desk. All the employees of EXL are required to fully comply with the aforesaid policy.

It is mandatory for all employees of EXL across levels to complete the Information Security Training within prescribed timelines (for details refer to ISG policy guidelines)

Not with standing anything contained in clause 11.6, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 11.6 hereinabove.

12 Job Abandonment

If you, abscond from duties, or remain unauthorizedly absent or absent without authorization, or abruptly stop reporting to

duties, or absent unauthorizedly without prior information to, and prior permission from, the Management, or remain absent without leave, or over-stay beyond your approved leave, for sixteen (16) consecutive days', it will be deemed that you have voluntarily resigned from the services of the Company or relinquished your employment and in such an event your name shall automatically stand removed from the rolls of the Company. The Company in such a case shall not be under any obligation to issue your relieving and experience letters. Company shall further be entitled to recover salary in lieu of notice not served by you from your salary, allowances and full & final payment and you hereby authorize the Company to do so without any notice or reference to you or without any further consent from you. You also agree that Company shall not be under any obligation to prove your intent as described here-in and it shall be deemed that you have no intention to resume duties.

13. Others

13.1 You will be bound by the Code of Conduct of the Company and all other rules, regulations, instructions, policies and orders issued by the Company from time to time, in relation to your conduct, discipline and service conditions such as leave, medical, retirement, etc. as if these Code of Conduct, rules, regulations, instruction, policies etc. were part of this employment agreement.

13.2 You shall immediately inform the Company in writing about any change in your residential address. In case of any delay, negligence, failure or default on your part to do so, any communication, letter, notice, etc. addressed at your last known address available in Company records shall be deemed to be effective and valid communication to you and you shall be estopped from disputing or challenging the same.

13.3 You represent that you have no interest or obligation that is inconsistent or in conflict with the terms contained herein. You agree to notify the Company immediately if any such interest or obligation arises. You also represent that you will not bring with you or disclose to the Company, or use in the performance of your responsibilities at the Company, any confidential information not generally available to the public of a former employer or any other party, unless you have obtained prior authorized written & specific authorization for its possession and use.

13.4 You also agree that, during your employment with the Company, you shall abide by any confidentiality obligations you may owe to any former employer or other party. You also agree and represent that you are not bound by any valid agreement or obligation of non-competition or non-solicitation to any or former employers or other parties.

13.5 If any information furnished by you to the Company is found not to be true or is found to be false, misleading or inaccurate, or if you are found to have suppressed or concealed any material information / fact, or if you have misrepresented anything, the Company shall be entitled to terminate your employment without notice and/or without compensation or damages to you.

13.6 You agree that if you breach any of your obligations inter alia pertaining to notice period, confidentiality, intellectual property rights, Inventions, non-compete or non-solicitation, the Company shall be entitled to seek equitable and injunctive relief against, and damages from, you, and notwithstanding anything contrary contained here-in this offer or in any of annexures, appendix, schedules, etc. appended to, or forming part & parcel of, this offer, you shall indemnify the Company for any and all the losses, liabilities, damages, costs or expenses suffered, sustained, incurred or paid by, or claimed / demanded from, or alleged, threatened, assessed / judged against, the Company including without limitation attorney fees and litigation costs. The provisions of this employment agreement shall be construed and governed in accordance with the laws of India.

14. Notification to New Employer

In the event that you leave the employment of the Company, you hereby consent to the notification to your new employer of your duties and obligations hereunder with respect inter alia to confidentiality, intellectual property rights, Inventions, your notice period, your non-compete and non-solicitation obligations.

15. Proprietary Rights: You shall agree that the proprietary rights in any or all inventions, designs, applications, or work systems which you have made or developed, wholly or partially, during your employment with the Company, shall be the exclusive property of the Company.

16. Travel for Work: From time to time you will need to travel within India and abroad. You will need to maintain all required papers (passport, VISAs) to ensure ability to travel at short notice. While your base will remain the EXL Service.com (India) Private Limited region, the Company may request you to spend extended periods of time in other locations including the office of Company's parent company in New Jersey, USA.

17. Invention Assignment, Confidentiality and Non-Compete Agreement: Additionally you are also required to sign the Company's standard employee proprietary information agreement relating to confidential information and the assignment of proprietary developments to the Company. Your refusal and/or failure to sign the aforesaid agreement shall be sufficient cause for the Company to terminate your service forthwith without notice and compensation to you.

A copy of the agreement is attached for your signature as Appendix III (as applicable).

Kindly sign and return the duplicate copy of this employment agreement, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of the letter.

Please note that by signing this offer letter / agreement, you have agreed to accept the employment with the Company on the terms and conditions set out hereinabove. Upon your signature and return to us, this offer letter will be treated as an employment agreement and the terms and conditions of this employment agreement shall govern your employment with the Company.

This offer shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this employment offer letter / employment agreement.

It is a pleasure to welcome you as a member of exl Service.com (India) Private Limited

We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Yours truly,

For **EXL Service.com (India) Private Limited**



Parul Kataria

Vice President 2

I accept the offer on, and agree & consent to and accept, the terms and conditions as described in this letter.

Agreed and accepted, and consented to, by me.

ABHIJIT GIRIGOSAVI

Dated: 28-Feb-2022

Permanent Address:

Lane no 10 sr. No. 38 flat no. 103 nishigandh building, sai colony kalepadal hadapsar, Pune

, Maharashtra Pin Code: 411028

Pune 411028

Compensation & Benefits

You may be covered under the Employees' State Insurance Act, 1948 (ESI Act), if applicable. The requisite amount as per provisions of, and as prescribed in, the ESI Act towards employee's contribution would be deducted from your compensation. You shall be entitled to ESI benefits in accordance with the applicable statutory requirements.

You shall be provided with superannuation benefits of Employees' Provident Fund and Gratuity in accordance with the applicable statutory requirements.

You shall be covered under, a comprehensive medical insurance coverage (under Mediclaim Policy) for self, spouse and dependent children, not exceeding 3 dependents in total, and the personal accident insurance coverage for self only, as per the Company policy.

You shall be entitled to other allowances and benefits, as applicable as per Company's Policies. Details of other

allowances and benefits are attached hereto as Appendix 3 (amended from time to time)

You may receive an amount towards annual discretionary bonus based entirely on the management's assessment of your performance, your team's performance and Company's overall performance during the previous calendar year (January to December). This bonus is payable at absolute sole discretion of the management of the Company and will be subject to deduction of tax at source, as applicable. Decision of the management in this regard shall be final and binding upon you, therefore, you cannot claim it as your contractual or legal right. Your entitlement, if any, for discretionary bonus shall be subject to inter alia –

All bands in support functions and in Operation Management excluding all employees eligible for Payment for Performance

Your name appearing on the pay-rolls of the Company on the payout date of discretionary bonus;

You have not given notice of resignation, or are not absenting unauthorizedly, or have not abandoned your job, or no disciplinary proceedings are initiated / contemplated against you, or you have not initiated your resignation discussions with the management, or you are not on approved sabbatical leave, or you have not initiated your sabbatical leave discussions, prior to or on the payout date of discretionary bonus;

You are not serving, or you are not required to serve, a notice period on the date of payment of said discretionary bonus; and

You are not otherwise disentitled or ineligible in any manner whatsoever to get the discretionary bonus amount.

If any of the aforesaid conditions are not met then any letter issued to you for payment of discretionary bonus prior to actual payment date shall automatically become null & void without any notice and compensation or damages to you and Company shall not be under any obligation to act on, or honour the, same.

Notes:

The cost to the Company for the above mentioned benefits will be limited to the amount mentioned hereinabove or as provided in applicable policies or as may be determined by the management in its absolute sole discretion from time to time. If any of the above-mentioned benefits becomes chargeable to tax because of any reason whatsoever, it is hereby clarified that it would be your responsibility to pay the taxes, if any. The Company will, in no case, be responsible to bear any of your tax liability.

Benefits provided to you under any applicable schemes will be governed by the Company's rules and regulations framed in this regard. It is the absolute discretion of the management to decide whether any such particular benefit

will be provided to you or not.

Allowances (as applicable)

You may get paid following allowances as per the following specifications and annualized limits.

***Telephone Allowance**, which includes telephone(s) installed at your residence, up to a maximum limit as applicable per annum. This will be paid on the submission of telephone bills and evidence of your payment of the same.

***Vehicle Running and Maintenance Allowance:** Expenses as provided in applicable policy or as per limits prescribed under the Income Tax Act, 1961 read with Income tax Rules, 1962 as amended up-to-date towards petrol / diesel / CNG and maintenance of vehicle shall be paid up to a maximum limit as applicable per annum. This will be paid on submission of bills.

****Personal Driver Allowance:** Amount up-to-maximum limit as applicable per annum.

*Applicable for Band B and above

**Applicable for Band C and above

CONFIDENTIALITY AND NON COMPETITION AGREEMENT

As a condition of my provision of services to or on behalf of exl Service.com (India) Private Limited.(hereinafter referred to "the Company"), I make the following statements with the understanding and intent that they be relied on by the Company in entering into an agreement and by the Company in extending its offer of employment. I acknowledge and understand that in providing services to and on behalf of the Company, I will have access to Confidential And Proprietary Information (as defined hereunder).

a). I understand that the term "Confidential and Proprietary Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company.

b). I agree that during the period in which I provide services to the Company:

c). I will use my best efforts and exercise the utmost diligence in keeping confidential, all Confidential and Proprietary Information, unless lawfully made available by a client or the Company concerning any client of the Company or by the Company itself which I may learn, acquire or get possession of, during the course of or by virtue of my provision of consulting services to the Company. I will use such materials and information relating to Confidential and Proprietary Information solely for the benefit of the Company and its clients and will not use such information for any other entities or persons. At the conclusion of my relationship with the Company I will return any material relating to Confidential and Proprietary Information and any copies thereof.

d). I agree not to keep at any time on my person or in my possession, except in the necessary performance of my duties, any material relating to Confidential and Proprietary Information acquired by me, whether produced by me or by employees

or agents of the Company or any client. I agree to safeguard all such Confidential and Proprietary Information materials while they are in my possession, and to surrender them and all copies, which have been made of them to the Company upon termination of my relationship with the Company.

e). I will at all times exercise discretion in discussing with others the affairs of clients, avoiding unnecessary identification of names, places, and other specifics, and I will take reasonable precautions to make sure that such discussions cannot be overheard, and electronic communications cannot be intercepted either by client's employees or outside persons.

f). I will not make any private use of Confidential and Proprietary Information that may come to my attention because of my employment with the Company, nor will I pass such Confidential and Proprietary Information on to anyone else. I understand the term "use" includes, but is not limited to, anyone's purchase or sale of securities influenced by such Confidential and Proprietary Information, access to which is directly or indirectly due to my relationship with the Company.

g). I agree to disclose and assign promptly, completely and in writing to the Company any inventions, whether or not patentable, and including but not limited to, any innovations on processes, methodologies, software applications or products which I discover, conceive and/or develop, either individually or jointly with others, during the term of my relationship with the Company ("Inventions"). I understand that all inventions which I do hereby assign are and shall become the exclusive property of the Company, whether or not patent applications are filed thereon, and I agree to treat such inventions as Company proprietary and confidential information and to use such solely for the benefit of the Company. I hereby assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the information, materials, products and deliverables developed during the performance of services to the Company. All work I perform and all information, materials, products and deliverables developed by me in acting as a consultant to the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. All such information, materials, products and deliverables shall be deemed to be "works made for hire" under the United States Copyright Laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the information, materials, products or deliverables that I developed during the performance of services as a consultant to the Company. I agree to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

h). I will not for a period of two year after the termination of this agreement, whether voluntarily or involuntarily (a) directly or indirectly solicit to provide or provide, without the prior written consent of the Company, any professional services such as those provided by the Company for anyone who is a client of the Company anytime during the twelve months prior to my leaving the Firm and for whom I provided any service as an employee of the Company during the five years prior to my leaving or (b) directly or indirectly, without the prior written consent of the Company, solicit for employment with myself or any Company or entity with which I am associated, any employee of the Company or otherwise disrupt, impair, damage, or interfere with the Company's relationship with its employees. The non-compete provisions of this paragraph will not apply to a client of the Company for whom I performed services or with whom I had significant professional contact prior to joining the Company and which list of clients I have disclosed to the Company prior to my joining.

i). If I am directed by any governmental agency or judicial forum or asked to testify concerning any matter learned in the course of services provided to or on behalf of the Company, I will immediately notify the Company before making any disclosures.

j). I further agree that in the event of termination of this agreement, or my employment with the Company, whether of my own volition or otherwise, for a period of two (2) year thereafter, I shall not directly or indirectly, provide any services to or

take up employment with any of the existing customers of the Company.

k). That in the event I am found to be in breach of this agreement, or my employment agreement with the Company, I shall be liable to pay to the Company a sum equivalent to the remuneration / compensation received by me, from the Company, in the last three months immediately preceding the termination. This will in no way effect the other rights which the Company may have against me, especially the right to obtain injunctive relief against, and damages and indemnification from, me.

ABHIJIT GIRIGOSAVI

Appendix 1

Name :

ABHIJIT GIRIGOSAVI

DOJ : 28-Feb-2022

Designation: Executives

Band : A1

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed	14923	179078
Basic	14923	179077
Retirals	2992	35922
Provident Fund	1790	21489
Gratuity	717	8613
Employers ESIC	485	5820
Derived	0	0
Total Fixed Salary	17916	215000
Total CTC	17915	215000

** You may receive an amount towards annual discretionary bonus as per the Company's performance bonus policy, based entirely on the management's assessment of your performance, your team's performance and Company's overall performance during the previous calendar year (January to December). This bonus is payable at absolute sole discretion of the management of the Company and will be subject to deduction of tax at source, as applicable. Decision of the management in this regard shall be final and binding upon you, therefore, you cannot claim it as your contractual or legal right. Your entitlement, if any, for discretionary bonus shall be subject to inter alia –

a) all bands in support functions and in Operation Management excluding all employees eligible for Payment for



Performance

- b) your name appearing on the pay-rolls of the Company on the payout date of discretionary bonus;
- c) you have not given notice of resignation, or are not absenting unauthorizedly, or have not abandoned your job, or no disciplinary proceedings are initiated / contemplated against you, or you have not initiated your resignation discussions with the management, or you are not on approved sabbatical leave, or you have not initiated your sabbatical leave discussions, prior to or on the payout date of discretionary bonus;
- d) you are not serving, or you are not required to serve, a notice period on the date of payment of said discretionary bonus;
- e) you are not otherwise disentitled or ineligible in any manner whatsoever to get the discretionary bonus amount.

If any of the aforesaid conditions are not met then any letter issued to you for payment of discretionary bonus prior to actual payment date shall automatically become null & void without any notice and compensation or damages to you and Company shall not be under any obligation to act on, or honour the, same.

1. Group Medical insurance coverage for self and dependents (Spouse and 2 children) and Group Personal Accidental coverage for self.
2. You shall be provided with benefits of Gratuity in accordance with applicable provisions of the Payment of Gratuity Act, 1972 as amended up-to-date

Appendix - 2

The below rate of subsistence allowance is as per the prevailing statutory regulations and is subject to change in terms of any statutory amendment thereto. Accordingly, the rate of subsistence allowance as per prevailing regulations, applicable from time to time, shall apply.

Rate of subsistence allowance: Reference para 7 of the employment agreement –

If you are suspended, and enquiry is initiated, in

A. Noida [Gautam Budh Nagar] (State of Uttar Pradesh) or Gurugram [Formerly: Gurgaon] (State of Haryana) locations:

Subsistence allowance shall be at the rate of 50% (fifty per cent) of your average monthly salary over a period of three months immediately preceding your suspension. Provided that, you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

B. Pune or Mumbai (State of Maharashtra) location:

- (i) For the first ninety days of the suspension period, subsistence allowance to be paid per month shall be equal to one half of basic salary and other compensatory allowances to which you would have been entitled if you were on leave with wages.
- (ii) If the enquiry gets prolonged and you continue to be under suspension for a period exceeding ninety days, the subsistence allowance to be paid per month for a further period of ninety days shall be equal to three-fourths of basic salary and other compensatory allowances.

(iii) If the enquiry is not completed within a period of one hundred and eighty days, you shall be paid basic salary and other compensatory allowances in full as subsistence allowance to be paid per month until such time as the enquiry is finally concluded:

Provided that, where the findings of the enquiry officer show that such enquiry is prolonged beyond a period of ninety days, or as the case may be, beyond one hundred and eighty days, for reasons directly attributable to you, the subsistence allowance to be paid per month shall for the period exceeding ninety days or, as the case may be, for one hundred and eighty days, be reduced to one-half of basic salary and other compensatory allowances:

Provided further that, you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

C. Bengaluru (State of Karnataka) location:

(i) Subsistence allowance shall be an amount equal to fifty per cent of the salary which you were drawing immediately before your suspension, for the first ninety days reckoned from the date of such suspension

(ii). If the period of suspension exceeds ninety days, but does not exceed one hundred and eighty days, you shall be entitled to receive, after the said period of ninety days, a subsistence allowance equal to seventy five per cent of your salary which you were drawing immediately before your suspension.

(iii). If the period of suspension exceeds one hundred and eighty days, you shall be entitled to receive, after the said period of one hundred and eighty days, a subsistence allowance equal to ninety per cent of your salary which you were drawing immediately before your suspension.

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, shall, for the period exceeding ninety days shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

D. Kochi (State of Kerala) location:

(i). Subsistence allowance shall be an amount equal to fifty per cent of your salary which you were drawing immediately before such suspension

(ii). If the period of suspension exceeds ninety days, the amount of subsistence allowance shall be increased after the expiry of ninety days to seventy-five percent of your salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

E. Jaipur (State of Rajasthan) location:

(i), Subsistence allowance, for the first ninety days of suspension, shall be an amount equal to fifty per cent of your salary which you were drawing immediately before such suspension;

(ii). If the period of suspension exceeds ninety days, the amount of subsistence allowance shall be increased after the expiry of ninety days to seventy-five percent of your salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance

if you accept any other employment, during the period of your suspension.

F. Hyderabad (State of Telangana) location:

(i). Subsistence allowance, for the first six months of suspension, shall be an amount equal to fifty per cent of your wages/salary which you were drawing immediately before such suspension;

(ii). If the period of suspension exceeds six months but not one year, the amount of subsistence allowance shall be increased after the expiry of six months to seventy-five percent of your wages/salary which you were drawing immediately before such suspension:

(iii). If the period of suspension exceeds one year, the amount of subsistence allowance shall be increased after the expiry of one year to one hundred percent of your wages/salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of six months for reasons directly attributable to you, the subsistence allowance, for the period exceeding six months, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any Subsistence Allowance if you accept any other employment, during the period of your suspension.

G. Chennai (State of Tamil Nadu) location:

Subsistence allowance shall be an amount equal to fifty per cent of the wages/salary which you were drawing immediately before your suspension, for the first ninety days reckoned from the date of such suspension;

If the period of suspension exceeds ninety days, the amount of subsistence allowance shall be increased after the expiry of ninety days to seventy-five percent of your wages/salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension.



Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

Gaurav Manohar Gangawane



GOVIND MILK & MILK PRODUCTS PVT. LTD

Head office-Ganeshsheri, Pandharpur Road, Kolki, Tal. Phaltan, Dist. Satara-415523, Maharashtra, India
Phone no. 02166-221302, 7350017851, 7350017852 Fax: (+91) 02166226025

Email – contact@govindmilk.com

Offer Letter

Name: ADITYA BABASAHEB GORE

Address: Runagar Society, Flat no 301 , Bhakti Shakti, Pune

Post Code: 411035

Date: 6th May 2021

Dear Aditya,

We are pleased to confirm that **Govind Milk & Milk Products Pvt Ltd** would like to formally offer you the position of **Business Development Executive**, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Satisfactory pre-employment Additional Information questionnaire.
- c) Evidence of qualifications (original certificates).
- d) Satisfactory PVG Scheme clearance.
- e) Evidence of eligibility to work in the UK.
- f) Valid, current driving license.

[Your employment shall be subject to an initial probationary period of no. of months during which your performance and conduct will be monitored.]

On your first day, you should bring your passport (and other documentation, if necessary) and P45. Copies will be taken of these documents for our records.

Your commencing salary will be **500000 per annum**. [Your employment does not attract bonus payments.]

The other terms and conditions of employment are set out in your Terms and Conditions of Employment. The Terms and Conditions of Employment, along with this Offer Letter, will form your contract of employment.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document or the document to us as soon as possible.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

If you have any questions concerning the terms of our offer please let us know as soon as possible and we will do all we can to ensure they are answered.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely



Govind Milk & Milk Products Pvt. Ltd. Phaltan


Vijay Parte
Senior Officer

Bharat

Date 21st March 2022

**Miss. Afroze Abutalib Siddiqui,
D/O Mr. Abutalib Siddiqui,
Add:- Kasai Galli, Rahimatpur,
Satara Maharashtra, 415511**

Dear Miss. Afroze Abutalib Siddiqui,

Sub- Offer Letter

This has reference to your application for a suitable position with us.

We are pleased to offer you the position of "HR Trainee" as per the following terms-

- 1) The agreed date of joining would be 21st March 2022 and not beyond.
- 2) Your consolidated all-inclusive Annual Cost to Company would be Rs.1.32.00 (Rupees One Lakh Thirty Two Thousand Only). The same would be subject to deductions as per applicable laws and includes cost of all benefits/ bonus/employer contributions as per applicable laws. You would also be eligible for incentives as per the applicable policy, if any.
- 3) The Documents as per Annexure – A, need to submitted:-
 - a) Soft Copy - Prior to your joining
 - b) Originals along with one Xerox Copy – On date of joining.
- 4) You will be on training cum probation for a period of six months from the date of joining, which may be extended or reduced at the sole discretion of the management.
- 5) Your training will include-
 - a) Usage of Job portal/job boards.
 - b) Resume Search & Resume Formatting.
 - c) Job Postings.
 - d) Mass Mailing.
 - e) Candidate Profile Validation.
 - f) Candidate Interviewing for various skills as per mandates received from our varied customers from time to time.
- 6) You will have to service 30 days' notice period in case you resign anytime during the training cum probation period and also during the subsequent period of employment with the company. If you fail to serve the notice period, a sum equivalent to your 1 month's salary will recoverable from you.
- 7) You will be bound by our HR policies as applicable from time to time.
- 8) Your work location would be Pune.
- 9) For every day to be consider as a full working day. You will have to source min 10 suitable profiles.

We welcome you to the organization & wish you a long & successful career with us.

You are requested to send in your acceptance of this offer immediately.

Your faithfully,

For BharatHire.Com Private Limited

Shanker Pilarisetty
Director

Bharat

Received and Accepted
Miss. Afrose Siddiqui

ANNEXURE A

1. Academic qualification –(Starting from 10th Class Onwards)
 - a. Marksheet
 - b. Certificates
 - c. Degree Certificate.
2. Employment record – From all the employers
 - a. Appointment Letter.
 - b. Relieving Letter.
 - c. Experience Letter.
 - d. For current job/last job (In addition to above)
 - i. Last 3 months Salary Slip
 - ii. Bank statement with Last 3 salary credits.
3. ID and Residence Proofs
 - a. Aadhar Card
 - b. PAN Card
 - c. Passport.
 - d. Driving License.
4. 2 Photographs.
5. Cancelled cheque of the bank where you would like your salary to be credited till Salary account is opened.
6. Employee Information form duly filled.
7. Covid Certificate.



Aishwarya Chambers, 3rd Floor, A-8, Rukminipuri Colony, A. S.
Rao Nagar, As Rao Nagar, Hyderabad-500062

Offer of Employment

Dear,
AKASH VASANT PATIL,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "**Analyst**" in "**Aster Dependable services**". The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **April 18, 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical check-up in our prescribed medical centre.

The formal Appointment Letter will be issued to you upon your joining the services of the Company.

As a token of your acceptance of the above, please sign and return the duplicate copy of this letter.

Thanking you,

Yours sincerely,

Pranjali Mehta

HR Manager

Aster Dependable Services



Flat No E-1106, Wing E2, Pebbles II S. No. 270, Behind DSK
Toyota, Bavdhan PUNE Pune MH 411021

Date: 10.03.2021

AKASH BADRINATH ROTE
Hadapsar Pune 411028

Dear Akash,

We are Pleased to inform you a position of "Relationship Executive" Corazon Homes Pvt Ltd. Your total employment Cost to company will be Rs- 300000/-per annum, effective from your date of joining the company. The details are provided in the annexure.

You are required to submit a copy of relieving letter from your previous Organization (as applicable) mentioning the cause of separation on your date of joining.

Please check below details:

Probation Period -The probation period needs to be served by the candidate, after joining the job.

Confirmation Letter - Candidate will get confirm based on performance during the probation period.

Notice Period Clause – if the employee desire to leave the company, he/she need to serve notice period as per stated (2 months)

A handwritten signature in blue ink, appearing to read 'Chaitrali', with a horizontal line underneath.

Chaitrali Yuvaj Pawar

-Sr Mgr Operation Head

Name of employee

Name/Sign of provider of Appointment letter



Date : 29/11/2021

Offer of Employment

To,

Aniket Bhosale

Survey No 23, Plot NO 4 Righad, Satara 402303

Dear Aniket ,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Sales Executive in Ultra Precision Industries**. The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **Dec 3rd 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical checkup in our prescribed medical center.

The annual starting salary for this position is 300000 to be paid and which is starting on 1st December 2021.

Your employment with **Ultra Precision Industries**. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.



ULTRA PRECISION INDUSTRIES

(AN ISO 9001 : 2015 CERTIFIED CO.)

Please confirm your acceptance of this offer by signing and returning this letter by 29th November 2021.

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

Regards,



**For Ultra Precision Industries,
Business HEAD**

Ultra Precision Industries

Plant -1 : S-117 / 1, Vikas Nagar, Near Vishwavilas Bharat Gas, MIDC, Bhosari, Pune - 411026
Maharashtra, India. Mob.no: 9921707097

OFFER LETTER

Date: 15th December 2021

To: APURVA KALYANKAR

Dear APURVA

Based on your interview, we are pleased to offer you the position of Jr **Analyst** with an annual Total Fixed Salary of **INR 3.80 Lacs** (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.


You will directly report to Sr. Branch Manager Branch Operations and will be located at **Pune**.
As discussed, your date of joining will be Friday, **16th December 2021** or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.

Sincerely,



Liton Saha
AVP – Human Resources & Administration

Annexure -1

Salary Components	Amount PA (in INR)
PART-A GROSS PAY	
Basic Salary	180000
HRA	72000
Personal Allowance	64008
Statutory Bonus	13728
TOTAL GROSS PAY	3,29,736
PART-B REIMBURSEMENTS	
Telephone & Internet Reimbursement	0
Book Reimbursement	0
Sodexo Food Pass	0
Leave Travel Allowance (LTA)	0
Petrol and Vehicle Maintenance Reimbursement	0
Child Study Scholarship and/or Self Professional Upgradation Reimbursement	0
Company Car for official work/purpose	0
TOTAL REIMBURSEMENTS	0
PART-C STATUTORY / RETIRALS	
Employer's Contribution to Provident Fund	21600
Gratuity	8664
ESIC	0
TOTAL STATUTORY / RETIRALS	30,264
TOTAL FIX PAY (A+B+C)	3,60,000
PART-D ON TARGET VARIABLE PAY	
On Target Variable pay (earning potential)	28,800
TOTAL ANNUAL ON TARGET COMPENSATION (OTC)	3,88,800

Note:

1. You will also be eligible for Variable Pay as per Pay Policy, if applicable.
2. You will receive salary, and all other benefits forming part of your salary subject to, and after, deduction of Tax in accordance with applicable laws.
3. You will also be eligible for Insurance benefits as per Insurance Policy, if applicable.

Annexure -2

1. Proof of Date of Birth
2. Aadhaar Card
3. PAN Card
4. 10th Class Certificate
5. 12th Class Certificate
6. Graduation Certificate
7. Professional Qualification Certificate(s)
8. Experience letters from all Companies you worked for, including current Company
9. Latest Passport size-coloured photographs (4 Nos.)





Raga's World

FILM & MUSIC

Vimal Yashwant Complex, Factory Road, Malegaon Bk.,
Tal-Baramati, Dist-Pune, Maharashtra Pin - 413115

Contact - 9822040641/7743801680

Raga's Musicals World

Malegaon, B K Baramati

Pune - 413115

Ref No :-112

Date:-23/02/2023

Experience Certificate

It is to certify that Mr. Ashay Arvind Deshpande has been working in our firm Raga's Musical World as film editor and sound recorder from Dated: - 02/03/2015 to till date. During his stay we observe him obedient, honest and dedicated to his assignments.

We hope and pray bright good speed in his future life.

RAGA'S WORLD

Proprietor For,

- * Video Editing
- * Sound Recording
- * Advertisement
- * Documentary
- * Short Films
- * Theater Films
- * Logo, Logo Animation

Raga's Musical World,

Arvind D Deshpande

HRD/1001948114/21-22

December 21, 2021

Mr. Atharv Maruti Mali,
Plot No. 298, Sect No. 10,
PCNTDA, Bhosari

Dear Athrva,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **1-Jan-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.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.



Flat No E-1106, Wing E2, Pebbles II S. No. 270, Behind DSK
Toyota, Bavdhan PUNE Pune MH 411021

Date: 10.03.2021

Atul Ravindra Phule
Hadapsar Pune 411028

Dear Atul,

We are Pleased to inform you a position of "Relationship Executive" Corazon Homes Pvt Ltd. Your total employment Cost to company will be Rs- 300000/-per annum, effective from your date of joining the company. The details are provided in the annexure.

You are required to submit a copy of relieving letter from your previous Organization (as applicable) mentioning the cause of separation on your date of joining.

Please check below details:

Probation Period -The probation period needs to be served by the candidate, after joining the job.

Confirmation Letter - Candidate will get confirm based on performance during the probation period.

Notice Period Clause – if the employee desire to leave the company, he/she need to serve notice period as per stated (2 months)

A handwritten signature in blue ink, appearing to read 'H. Phule', with a horizontal line underneath.

Atul Ravindra Phule

-Sr Mgr Operation Head

Name of employee

Name/Sign of provider of Appointment letter

OMSHREE INDUSTRIES

Plot No. 298, Sect No. 10, PCNTDA, Bhosari MIDC, Pune – 411026,

E Mail- omshree147@gmail.com

OFFER LETTER

Date: 15th December 2021

To: CHAUGULE SACHIN VASANT

Dear Sachin,

Based on your interview, we are pleased to offer you the position of Business Development Executive with an annual Total Fixed Salary of INR 4.50 Lacs (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

You will directly report to Sr. Branch Manager Branch Operations and will be located at Pune.
As discussed, your date of joining will be Friday, 16th December 2021 or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.



Hridiya Maruti Patil

AVP – Human Resources & Administration

06/04/2022

Mr. DIKSHA ANIL PATHRABE

Dear Diksha Pathrabe

Based on earlier discussions, it is our pleasure to extend the following letter of employment to you with TELUS International (legally registered as Xavient Software Solutions India Pvt. Ltd. and hereinafter referred to as "TELUS International"). We look forward to your joining our dynamic team and welcoming you on board. We believe that your background and experience is an excellent match to our requirement and we are pleased to offer you the position of Sr. Network Analyst on a probationary basis with the Company on the following terms and conditions:

Date of Commencement:

Your probationary employment will commence on 08/04/2022 and will continue for a period of six months.

Salary:

Your total gross compensation on joining Xavient would be INR ₹770,000.00, **[Seven Lakh Seventy Thousand only]** per annum.

Your compensation would be subject to tax deductions at source and PF deduction as per applicable laws. PF deduction will be optional in the following cases:-

- 1) If Your basic salary is more than Rs 15000 per month, and**
- 2) You have never been a member of PF scheme in any of your previous employment or if you have been a member of PF scheme in any of your previous employment, you have withdrawn PF amount and the same has been credited to any of your bank account before joining TELUS International .**

In case PF deduction is applicable on you on mandatory basis as per law or you voluntarily opt for it, it will be 12 % of qualifying amount (i.e. Rs 15000) by default unless you opt for 12 % of your entire basic salary. In either of the options, employer contribution to PF will form part of your CTC.

You will be on probation for six months from your date of joining as per company policy.

Location:

Your present job location will be Bengaluru.

As discussed, you would be required to commute on your own during normal office timings. While working in shifts (which starts either before 8 am or ends after 8 pm) you will be provided with cab (to only Bengaluru region).

This offer of employment is based on the premise that all information given by you in your resume and in our discussions is correct and verifiable, and that you deem yourself to be medically fit for this position.

At the time of joining, you will be given a formal letter of appointment which will detail all terms and conditions of employment.

You are requested to carry following original documents along with their self-attested copies at the time of joining:

1. Education and training certificates

- 10th & 12th Mark Sheets and Passing Certificates.
- Graduation Degree & Mark Sheets (All Semesters).
- Post-Graduation Degree & Mark Sheets (All Semesters).
- Training/Course certificates (If any).

2. All previous employer certificates:

- Appointment Letter.
- Appraisal Letters (If Any).
- Experience Letter / Relieving Letter.
- Salary Slips for the current financial year irrespective of employer(s)/ Salary Certificate/Corporate Bank Account statement (salary) (2 Copies).

3. Copy of PAN Cards (2 copies)

4. Copy of passport

5. Copy of visa (if any)

6. Aadhaar Card (Mandatory)

Proof of Current Residence and Permanent Residence.

7. 7 passport size Photographs

If the above offer is acceptable to you, you are requested to please formally indicate the same by providing us with a signed copy of this letter. Once again, we look forward to welcoming you to TELUS International and hope for a long term and mutually beneficial association.

Best Regards,
Talent Acquisition Team

* By checking the "I agree" box provided, you agree to and accept employment with the TELUS International on the terms and conditions set forth in this agreement. You understand and agree that your employment with the Company is at-will.

Salary Breakup:

- Basic Salary Monthly (Rs): ₹26,950.00
- Basic Salary Annual (Rs): ₹323,400.00
- HRA Monthly (Rs): ₹16,170.00
- HRA Annual (Rs): ₹194,040.00
- Conveyance Monthly (Rs): ₹1,600.00
- Conveyance Annual (Rs): ₹19,200.00
- Medical Allowance Monthly (Rs): ₹1,250.00
- Medical Allowance Annual (Rs): ₹15,000.00
- Leave Travel Allowance Monthly (Rs): ₹2,246.00
- Leave Travel Allowance Annual (Rs): ₹26,952.00
- Employer Contribution to PF Monthly (Rs): ₹1,800.00
- Employer Contribution to PF Annual (Rs): ₹21,600.00
- Employee Contribution to PF Monthly (Rs): ₹1,800.00
- Employee Contribution to PF Annual (Rs): ₹21,600.00
- Employer Contribution to NPS Monthly (Rs): ₹0.00
- Employer Contribution to NPS Annual (Rs):
- Meal Coupon Monthly (Rs): ₹0.00
- Meal Coupon Annual (Rs):
- Special Allowance Monthly (Rs): ₹14,150.67
- Special Allowance Annual (Rs): ₹169,808.00
- Bonus Monthly (Rs): ₹0.00
- Bonus Annual (Rs):
- **Total Fixed Salary Monthly (Rs): ₹64,166.67**
- **Total Fixed Salary Annual (Rs): ₹770,000.00**



Veritas Software Technologies India Private Limited,
Panchshil Business Park, 4th and 11th to 16th Floor, Building C,
Survey No 20, Balewadi, Pune 411045, Maharashtra, India.
Tel.: 020- 66157001, Fax No.: 020-66157709,
Corporate Identification Number: U72200PN2015FTC154978

10-10-2022

Pune

Dear Dnyaneshwar Nagargoje

Appointment as HR executive cum Trainee

We are pleased to offer you the appointment as Assoc Sales Operations Spec with Veritas Software Technologies (India) Private Limited.

This offer is subject to your acceptance of the following terms and conditions:

Designation: You will be appointed as Assoc Sales Operations Spec or such other position determined by the Company from time to time (in which case the terms of this employment agreement (**the "Agreement"**) will continue to apply to your new position). You will be initially be reporting to Pravin Kadam, HR manager, or such other person or position, as determined by the Company from time to time.

Date of Commencement: This offer is contingent on your reporting to your manager on the Date of Commencement. As agreed, you will commence your employment with the Company on 15-10-2021. If you do not report to your manager on the Date of Commencement, the Company is entitled to treat this offer and any acceptance thereof as null and void.

This offer is contingent on: (i) you producing to us the relieving letter from your prior employer no later than 45 days from date of commencement, and (ii) you obtaining and maintaining at all times any required work permits/qualifications for you to lawfully work for the Company in India. If you [do not produce relieving letter, or if you] do not have and maintain any such work permits/qualifications, this offer and any acceptance hereof is deemed null and void, your employment will be terminated immediately and you agree that you are not entitled to any notice, or payment of salary in lieu of notice.

Site of Employment: The normal place of work will be Pune. You may be required to work at any premises of the Company, and its affiliates, or at the premises of their customers, clients, suppliers or associates within India, or abroad, from time to time. You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Previous Employment: If you are employed, you are expected to join the Company only after your present employer formally relieves you. You are required to submit the relieving letter from your present employer to the Company. The Company will not be liable for any consequences arising out of any of your previous employments. You hereby agree that you are not subject to any terms or conditions (whether contractual or otherwise) which restrict or may restrict your ability to carry out your duties for the Company or any Group Company.

Background Check: The offer of employment is subject to and contingent upon verification of the details provided by you and the Company's satisfaction with the results of any reference and background checks, which shall include without limitation –

interviewing past and current employers and verifying educational and professional and qualifications. For business requirements, you may also be required to undergo a criminal check. If you provide or cause someone else to provide any false or misleading information, or if the Company is not satisfied in its absolute discretion with the results of the reference/background checks, then this offer and any acceptance of it by you will be deemed to be null and void and of no effect. If you have commenced employment, your employment may be terminated immediately and without any payment of salary in lieu of notice. As part of our joining procedure, you will be required to provide details of criminal proceedings, if any have been initiated against you before joining the Company. If there are none, you will be required to provide a written declaration stating so.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time. You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.

Salary: You will receive an annual gross base salary of Indian Rupees ₹775,000.00 payable in monthly installments (Please review the attached Salary annexure sheet for the detailed breakup of the above mentioned compensation before the acknowledgement, which forms the part of this offer letter). Such salary shall be subject to all applicable withholding income tax requirements and other applicable deductions.

Annual Incentive Plan: Based on your position, you are eligible to participate in the Annual Incentive Plan (AIP), a discretionary incentive program that rewards the achievement of Veritas Technologies LLC's financial objectives. This plan may be amended, withdrawn or replaced without notice and at the Company's sole discretion, subject to applicable local law. Under the current program, you will be eligible for an annual bonus target of 7% of your annual salary/OTE. Your actual payment may be higher or lower depending on company performance and will be prorated based on your hire date in relation to the current fiscal year AIP plan. Details of the AIP plan will be made available to you once you begin your employment with Veritas. To receive the award, you must satisfy all eligibility requirements of the Program, which will be available to you after you begin your employment.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found at HR VHelp.

Public Holiday: You shall be granted public holidays as listed for office employees by the local Government.

Suspension: The Company further reserves the right to suspend you with or without pay from employment during any period where the Company is investigating your alleged misconduct and/or any breach (including but not limited to any breach of the Policies as defined below or any other regulations) by you.

Termination: The Company shall, at its sole discretion, be entitled to suspend you without pay, demote you or terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) and without any payment of salary in lieu of notice in any of the following cases, which are deemed "for cause":

- if you are dishonest or engaged in serious or persistent misconduct or, without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder, or breach the terms of this Agreement, or fail to observe the Company's disciplinary rules or any other regulations of the Company from time to time in force, or fail to perform your duties to the satisfaction of the Company;

- if you become bankrupt or have a receiving order made against you, or make any general composition with your creditors;
- if you commit any act that is in contravention of any laws of India and undergo police investigation therefor, without satisfactory explanation to the Company, or if you are present in Company's premises under the influence of alcohol and/or any other intoxicating substances; and/or
- if you are **absent** from work without the Company's consent for a continuous period of **three working days**, unless your absence is due to circumstances beyond your control or later is excused by medical certification valid for the period of absence

In the event that your employment with the Company is terminated for any other reason, the Company will provide 60 days' notice (or such greater amount of notice as may be required by law) or payment in lieu of notice. If you voluntarily terminate your employment with the Company, you must provide us with 60 days' written notice.

During any period of notice, you may be required by the Company, in its absolute discretion, not to contact its employees, customers or suppliers, not to attend at your place of work at any time and not to perform any duties for the Company or to perform only such duties, specific projects or tasks as are assigned to you expressly by the Company, for such period and at such place or places (including, without limitation, your home) as the Company deems appropriate, provided that you will be entitled to receive full pay and benefits (excluding any commission or bonus) during such period. For the avoidance of doubt, you will remain the Company's employee during any such period and may not carry out any work for any third party.

Effect of Termination: Upon termination of this Agreement pursuant to the section on Termination for cause set out in clause 12, you shall not be entitled to any compensation, severance pay, or indemnity whatsoever.

Policies of the Company: You are subject to the policies, procedures and rules of the Company ("**Policies**") as amended from time to time. For the avoidance of doubt, the Policies do not create contractually binding obligations on the Company, however, failure on your part to comply with the Policies may result in disciplinary action up to and including termination of your employment.

Restrictive Covenant: You will not for a period of six (6) months after the termination of your employment (without the previous consent in writing of the Company) and whether on your own account or for any other person, firm or company directly or indirectly in connection with any business similar to or in competition with the business of the Company solicit or endeavor to entice away from the Company any person, firm or company (a) who or which in the 12 months prior to the end of your employment shall have been a client or supplier of or in the habit of dealing with the Company and (b) with whom or which you had personal dealings in the course of your employment in the 12 months prior to the end of your employment.

You will not for a period of six (6) months after the termination of your employment (without the previous consent in writing of the Company), either alone or in association with others (i) solicit, or permit any organization directly or indirectly controlled by you to solicit, any employee of the Company to leave the Company, or (ii) solicit for employment, hire or engage as an independent contractor, or permit any organization directly or indirectly controlled by you to solicit for employment, hire or engage as an independent contractor, any person who was employed by the Company at the time of the termination or cessation of your employment with the Company; provided, that this clause (ii) shall not apply to any individual whose employment with the Company has been terminated for a period of twelve months or longer.

Data Privacy: You expressly consent to the processing (including collection, use, and local and international transmission to databases within the Company's Group or third-party contractors storing such data on the Company's behalf) of your personal data. You may request and obtain access to your



Veritas Software Technologies India Private Limited,
Panchshil Business Park, 4th and 11th to 16th Floor, Building C,
Survey No 20, Balewadi, Pune 411045, Maharashtra, India.
Tel.: 020- 66157001, Fax No.: 020-66157709,
Corporate Identification Number: U72200PN2015FTC154978

own personal data (where collected) and correct or delete such data (where appropriate). The Company's data privacy authorization is set out in the Employee Privacy and Data Protection Notice.

Entire Agreement: This Agreement, along with the Confidentiality and Intellectual Property Agreement and the Employee Privacy and Data Protection Notice, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

Conditions: This Agreement shall be interpreted and given effect in accordance with the laws of India. The parties agree to submit to the exclusive jurisdiction of the courts of the state of Maharashtra with respect to the adjudication of any dispute arising hereunder. Nothing in this Agreement shall operate to exclude or limit any liability for fraud. If any term or provision of this Agreement should be held by a court of competent jurisdiction to be invalid or in any way unenforceable it shall be severed and the remaining provisions shall not in any way be affected or impaired, and this Agreement shall be construed so as to most nearly give effect to the intent of the parties as it was originally executed.

Group or Group Company: For the purposes of this Agreement, the "**Group**" or "**Group Company**" means the Company, Veritas Technologies LLC ("**Veritas**"), any subsidiary of the Company or Veritas, any holding company of the Company or Veritas and any subsidiary of such a holding company. The expressions "subsidiary" and "holding company" shall have the meanings given to them by section 4 of the Companies Act 1956.

The group / division you are joining offers round the clock Support for its customers. You will be required to work in shifts. The rotation of shifts is at the discretion of the Team Manager.

Veritas will pay you a one-time hire-on bonus in the amount of INR₹35,000.00 (less withholding allowances) payable along with your first month's salary. If you voluntarily terminate employment with Veritas prior to completing one year of service, you will be required to reimburse Veritas 100% of the total hire-on bonus. In the event this reimbursement obligation is triggered you hereby authorize Veritas to withhold the reimbursement amount from any monies to which you may be entitled at the time of termination, such as wages, commissions, bonuses, accrued vacation time, and business expense reimbursements.

Employment with the Company is contingent upon verification of your personal and professional references. In addition, if you agree to the foregoing terms and conditions of your employment with the Company, please indicate your acceptance by signing the acknowledgment below.

This offer is valid for 5 business days from the date of this letter.

I look forward to working with you in the future. I am sure you will find the Company a challenging and rewarding place to be.

For,

Veritas Software Technologies (India) Private Limited



Leucadia Milly Sandeep

India HR Lead - (Business Partner & Talent Acquisition)

Signature: Dynaneshwar Nagargoje

leena Khairnar (Oct 10, 2022 13:31 GMT+5.5)

Email: Dynaneshwar123@gmail.com



Mahindra Forgings

Mahindra Forgings Ltd.
Works - Cat No. 874 to 880
Chakan Ayatnathan Road, Tal. Khed,
Dist. Pune 410 501 INDIA
Tel. +91 (02135) 252677, 663300
Fax +91 (02135) 663301
Email www.mahindraforgings.com

01.12.2010

To,
Mr. Ganesh S. Lambhate
A-E12, Siddhivinayak Vihar,
Handewadi Road,
Hadapsar, Pune - 28

Subject - Offer

Dear Sir,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of Dy. Manager (ML 07) in our "Engineering Department (MCD)" at our Chakan Plant, on the agreed terms and conditions.

This offer is subject to you being declared medically fit by our Company's Doctor.

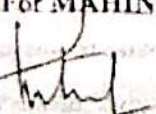
As agreed, you will join on 13th December, 2010 (at 9 am) and you are required to produce following at the time of joining;

1. Copy of School Leaving Certificate.
2. Copy of Educational Certificates.
3. Photographs - 5 nos.(one stamp sized photo)
4. Address proof.
5. Copy of your Pan Card.
6. Copy of the Relieving Certificates from the previous employers.

Kindly acknowledge the receipt of this offer letter as a token of having accepted the offer as agreed by you.

Thanking your,

Yours faithfully,
For MAHINDRA FORGINGS LTD


PRADEEP ZOTING
HEAD - HUMAN RESOURCE

Regd Office: Mahindra Towers, P.K. Kurne Chowk, Worli, Mumbai - 400 078
Tel No +91 (022) 24901441 Fax +91 (022) 24915890

AMISEQ

OFFER LETTER

Date: 17th-Dec-2021

Dear Gauri,

Ref: Amiseq/OL/258/21

Congratulations!!!!

We are pleased to make you an offer of employment with Amiseq India Private Limited. You will be designated as **Trainee Recruiter** and will be working out of the **Pune** office; your date of joining is on or before **21st December 2021** failing which offer will be void and cancelled automatically.

The breakup of your salary is as follows

ANNEXURE – I

Salary Components	Monthly	Annually
Basic	11250.00	135000.00
DA	1250.00	15000.00
HRA	5625.00	67500.00
Special Allowance	375.00	4500.00
Transport Allowance	1500.00	18000.00
Telephone & Internet Reimbursement	1500.00	18000.00
Night Shift Allowance	2000.00	24000.00
GROSS	23500.00	282000.00
Company contribution to PF	1500.00	18000.00
CTC	25000.00	300000.00

Please note that salary information is confidential and should not be shared with anyone.

You are requested to report at **9:00 PM IST** on the day of joining.

Kindly email the requested documents mentioned in **Annexure – II** to Indiahr@amiseq.com

This offer is subject to a successful reference check, which may be conducted by Amiseq India (P) Ltd,

Global (HQ)
1551, McCarthy Blvd,
Suite 215
Milpitas CA 95035
Global Presence Milpitas, California

Registered Office
607, 06th Floor C Wing,
Teerth Techno Space
Baner Pune India-411045
Bracknell, UK. Dubai, UAE.

Mumbai
209, 2nd Floor Lodha Supremus T-2
Wagle Industrial Estate, Thane (W)
Mumbai-400604
Pune, Mumbai & Chennai India

Confidential

AMISEQ

ANNEXURE – II

1. Highest Educational Qualification (X, XII, Degree & Post Graduation)
2. Permanent Income tax account number (PAN Card)
3. Proof of Address
4. Soft copy of Passport size photograph (1)
5. Certificate of Vaccination

Confidentiality:

By accepting this offer, you also agree and acknowledge that you shall abide by the terms and conditions. During your employment, you will be entrusted with confidential and proprietary information. You agree that such information will not be released or divulged, whether directly or indirectly unless authorized by the company policy.


Acceptance and confirmation of Date of Joining:

I have read the contents of the offer letter and hereby accept the broad terms and conditions of this offer letter. I accept this offer to join Amiseq India Private Limited, and I am willing to fully comply with the terms and conditions stated in this offer.

I will report for the commencement of services on **21st December 2021**.

Along with the necessary certificate/documents as required by Amiseq India Private Limited.

Full Name: Gauri Shinde

Signature 

Date: 12/18/2021 Signature ID: 11ccb8901a...
12/18/2021 13:16:06 UTC

Your sincerely,



Signature ID: a460ecff3c...

Eshwar Reddy

Head of Operations

Amiseq India Private Limited

Global (HQ)

1551, McCarthy Blvd,
Suite 215
Milpitas CA 95035

Global Presence Milpitas, California

Registered Office

607, 06th Floor C Wing,
Teerth Techno Space
Baner Pune India-411045

Bracknell, UK. Dubai, UAE.

Mumbai

209, 2nd Floor Lodha Supremus T-2
Wagle Industrial Estate, Thane (W)
Mumbai-400604

Pune, Mumbai & Chennai India

Confidential



महाराष्ट्र शासन
भूमि अभिलेख विभाग

सरळसेवा भरती २०२१
पुणे विभाग

कागदपत्रे पडताळणी / तपासणी कामी उमेदवारांची यादी प्रसिद्ध करण्याबाबत

उपसंचालक भूमि अभिलेख, पुणे प्रदेश, पुणे यांच्या अधीनस्त विभागातील गट क पदसमुह ४ (भूकरमापक तथा लिपीक-टंकलेखक) संवर्गातील रिक्त पदे भरण्याकामी प्रसिद्ध जाहिरातीनुसार दिनांक २८ नोव्हेंबर २०२२ ते ३० नोव्हेंबर २०२२ कालावधीत IBPS कंपनीमार्फत घेण्यात आलेल्या ऑनलाईन परिक्षेस (Computer Based Test) उपस्थित असलेल्या सर्व उमेदवारांचा गुणानुक्रमे निकाल (सर्वसाधारण गुणवत्ता यादी) व विभागातील प्रवर्गनिहाय समांतर आरक्षणानुसार पदभरतीकामी उपलब्ध जागांचा तपशील दिनांक २१/०१/२०२३ रोजी प्रसिद्ध करण्यात आलेला आहे.

ऑनलाईन परिक्षेचा निकाल (सर्वसाधारण गुणवत्ता यादी) व समांतर आरक्षणानुसार प्रवर्गनिहाय उपलब्ध जागा विचारात घेवून सामान्य प्रशासन विभागाकडील दिनांक ०४/०५/२०२२ रोजीचा शासन निर्णय व पदभरतीच्या अनुषंगाने प्रचलित शासन निर्णयातील तरतुदीनुसार तयार केलेल्या सोबतच्या यादीमधील उमेदवारांनी कागदपत्रे पडताळणी / तपासणी कामी नमूद ठिकाणी वेळापत्रकानुसार उपस्थित रहाण्याचे आहे.

सोबतच्या यादीमध्ये नमूद उमेदवारांची केवळ कागदपत्रे तपासणीकामी बोलविण्यात आलेले आहे. सदर उमेदवारांची कागदपत्रे पडताळणीसाठी बोलवले म्हणजे त्यांना अंतिम नियुक्तीसाठी पात्र ठरविलेले नाही. उमेदवारांची कागदपत्रे पडताळणी / तपासणी अंती पात्र ठरलेल्या उमेदवारांची प्रवर्गनिहाय समांतर आरक्षणानुसार उपलब्ध पदांनुसार अंतिम निवडसुची प्रसिद्ध करण्यात येईल.

कागदपत्रे पडताळणीचे ठिकाण व वेळापत्रक

ठिकाण - उपसंचालक भूमि अभिलेख, पुणे प्रदेश, पुणे यांचे कार्यालय,
पहिला मजला, नविन प्रशासकीय इमारत, रुम नं. १०५,
विधानभवनासमोर, पुणे - ४११ ००१.

वेळापत्रक -

दिनांक	सत्र १ वेळ सकाळी ९.०० ते दुपारी १.००	सत्र २ वेळ दुपारी २.०० ते सायं. ६.००
दि. ०९/०३/२०२३	अ.क्र. १ ते ६५	अ.क्र. ६६ ते १३०
दि. १०/०३/२०२३	अ.क्र. १३१ ते १९५	अ.क्र. १९६ ते २६०
दि. ११/०३/२०२३	अ.क्र. २६१ ते ३२५	अ.क्र. ३२६ ते ३९२

CANDIDATES LIST FOR DOCUMENT VERIFICATION (PUNE REGION)

SR. NO.	ROLL_NO	REGT_NO	NAME	BIRTH_DATE	GENDER	CATEGORY	PARALLEL RESERVATION	TOTAL MARKS OBTAINED
1	2010001638	210070240	PRASAD BHAGWAT GALANDE	28-06-97	M	EWS		188
2	1610000261	210048155	AKSHAY ASHOK SANKPAL	08-12-96	M	EWS		184
3	1510000224	210066141	SUJATA JAYAWANT KAWADE	13-02-92	F	GENERAL		182
4	1610001170	210010692	UTKARSH MADAN SHINDE	05-01-93	M	GENERAL		182
5	1610001607	210067272	SWAPNIL SUDHIR PADASE	26-03-98	M	NT-C		182
6	2610000085	210075507	HRISHIKESH HIRALAL KURAI	08-01-95	M	VJ-A		180
7	2510000230	210054637	TANMAY SUBHASH PATIL	12-08-97	M	GENERAL		180
8	1610000427	210078680	NILESHKUMAR BRAMHDEO JAGTAP	18-10-93	M	EWS		178
9	2010000398	210096072	SATYAM BHUSAHEB DAULE	09-05-99	M	GENERAL		178
10	1610001351	210070720	SAHIL VIJAYKUMAR LAD	27-06-99	M	EWS		178
11	1610000785	210077194	VISHWAJIT CHANDRAKANT KADAM	04-11-92	M	GENERAL		176
12	1610000004	210084387	PRITHVIRAJ JAGDISH SHINDE	13-01-93	M	EWS		176
13	1610001039	210052373	PRATIK VISHWANATH SAPKAL	15-08-93	M	GENERAL	PROJECT_AFFECTED	176
14	1110000798	21003485	KIRAN BANDHU CHAVAN	28-03-94	M	EWS		176
15	1610000065	210108789	SURAJ PANDURANG BANDAL	12-04-98	M	EWS		176
16	1410000486	210026132	SHRENEEK CHANDRAKANT HARAGE	08-09-99	M	EWS		176
17	1610001811	210047230	SURAJ YASHAWANT PADALKAR	02-07-94	M	EWS	PROJECT_AFFECTED	174
18	1110001836	210028634	RAJWARDHAN PANDITRAO BHOSALE	05-07-94	M	GENERAL		174
19	1810000043	210046065	NAYAN NAMDEV CHOUGALE	30-07-97	M	OBC		174
20	1110001838	210064742	SAMEER SATISH CHOUGULE	25-09-97	M	SC		174
21	1110002368	210006627	YUVRAJ ARJUN VYAVAHARE	01-07-98	M	GENERAL		174
22	2010000444	210087491	VIKRAM VYANKAT SAWANT	05-06-90	M	EWS		172
23	1610000169	210056356	SAGAR AJIT PATIL	31-12-93	M	EWS		172
24	1610001926	210082425	SUYOG SUNIL CHOUGULE	21-06-94	M	GENERAL	SPORTS_PERSON	172
25	1910000068	210036676	RAHUL YALLAPPA DAULATAKAR	20-12-95	M	GENERAL		172
26	1110002653	210049978	SURAJ DHANAJI UBAL	21-07-97	M	EWS		172
27	1410000468	210062846	ANAGHA SHIVAJI SUTAR	16-08-97	F	OBC		172
28	1610001728	210051192	SHUBHAM BALKRISHNA SHINDE	18-03-98	M	GENERAL		172
29	1210000232	210079060	AISHWARYA SURYAKANT JAGDALE	12-09-98	F	GENERAL		172
30	1110002255	210100300	SANKET KESHAVRAO GHODAKE	28-07-99	M	GENERAL		172
31	1110001657	210094596	SWAPNIL VISHNU VALEKAR	01-09-99	M	GENERAL		172
32	1110001060	210100239	VINAYAK VIJAY SATALE	04-12-92	M	GENERAL		170
33	1110000048	210087356	JAYEDAKRAM AASHAHAMAD BAGWAN	02-05-94	M	OBC		170
34	1110002556	210068558	HARSHADA GANPAT PISE	23-11-94	F	OBC		170
35	1110000951	210035858	VISHAL MADHUKAR PHADATARE	03-04-95	M	EWS		170
36	1610001818	210061432	NAVANATH VIJAY KARANDE	29-05-95	M	SC		170
37	1110002272	210000932	RUSHIKESH CHANDRASHEKHAR NAZARE	01-06-95	M	OBC		170
38	1610000549	210101574	PRASAD SUNIL KHARAT	29-10-95	M	GENERAL		170
39	1210000002	210054645	AKSHAY VIJAY PAWAR	06-12-95	M	GENERAL	PWD-A	170
40	1310000015	210078165	ASHWINI UTTAM PATIL	09-07-96	F	EWS		170
41	1110001749	210003338	VISHAL VIJAY KHEMDAD	23-09-96	M	EWS		170
42	1110002268	210075265	RAGINI DATTATRAYA DATE	14-05-97	F	EWS	FEMALE	170
43	1110001581	210091259	NANASAHEB BHARAT GEJAGE	21-03-98	M	SC		170
44	2610000038	210084146	UJWAL SANJAY PATIL	25-12-98	M	OBC	PROJECT_AFFECTED	170
45	2110002189	210060952	SAMRUDDHI SANJAY TAWALE	16-01-99	F	OBC		170
46	1310000005	210080893	PRATHMESH KISHOR PATIL	13-03-99	M	EWS		170
47	2010001754	210086371	SURAJ MANIKRAO BHASINGE	18-05-96	M	OBC		168
48	1110001428	210073740	YOGESHWAR PRABHAKAR KADAM	06-11-96	M	EWS		168
49	1110002127	210018032	RAHUL ASHOK PATIL	27-03-97	M	OBC		168
50	1610000005	210068255	RAHUL APPASO BASTAWADE	04-09-97	M	EWS		168
51	2110002180	210059589	SHEKHAR RAJENDRA KORADE	10-11-97	M	OBC		168
52	1910000041	210041000	SAURABH MARUTI SOLANKURE	14-11-97	M	EWS		168
53	1110001077	210055269	SHITAL RAMESH DAKE	11-09-98	F	OBC	FEMALE	168
54	2310000110	210024408	HARSHAD BAPURAO WAKADE	16-12-98	M	OBC		168
55	2510000237	210099621	KUNAL PRAMOD JAIN	19-03-99	M	OBC		168
56	2010001045	210072238	NILKANTH OMKARESHWAR MATHPATI	30-08-99	M	OBC		168
57	2010000430	210078686	TEJAS ULHAS DESHMUKH	10-09-99	M	OBC		168
58	2410000278	210092839	OMKAR DATTATRAY BELHEKAR	27-09-99	M	OBC		168
59	2610000026	210062037	DIGVIJAYSING MAHENDRASING PATIL	22-10-99	M	VJ-A		168
60	2610000007	210093037	TUSHAR SATISH CHAUDHARI	08-11-99	M	VJ-A		168
61	1610000842	210044840	HEMANT KUMAR RAGHUNATH DESAI	25-07-80	M	EWS		166
62	1110002635	210084910	ROHAN ANANT KAPSE	23-12-93	M	EWS	PROJECT_AFFECTED	166
63	1610001653	210082149	SHIVRAJ LAXMAN KARAPE	20-04-94	M	NT-C		166
64	2010001452	210093810	AKSHAYKUMAR SHIVAJI KOLHE	28-05-94	M	EWS	PROJECT_AFFECTED	166
65	1610001542	210084799	SUJIT HANMANT SONWALKAR	17-10-94	M	NT-C		166
66	1110000347	210071361	PRASHANT PRAKASH KOLI	12-07-95	M	SBC		166
67	1110002303	210078989	MANDAR BHAGWAN PATIL	29-11-95	M	EWS		166
68	1110000518	210052826	AKSHAYKUMAR NANASO BIRAJDAR	28-12-95	M	OBC		166
69	2510000168	210061346	DEVENDRASING JAGATSING RAJPUT	24-05-96	M	VJ-A		166

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Sr. No.	Roll_No	Regt_No	Name	Birth_Date	Gender	Category	Parallel Reservation	Total Marks Obtained
70	1610001634	210045821	AKSHAY RAJENDRA KOTHAVADE	08-06-96	M	OBC		166
71	2310000305	210010797	DNYANESHWAR BALIRAM NAWALI	24-10-96	M	ST		166
72	2410000891	210088264	SHUBHAM SURESH GHATKAR	03-11-96	M	OBC		166
73	1110001918	210029128	SIDDHARTH PRAMOD KUDALE	30-01-97	M	SC		166
74	1110002536	210064960	PRANAV GANESH KUSARKAR	11-04-98	M	EWS		166
75	1110001119	210066600	ADITYA ANILKUMAR PATIL	24-07-98	M	EWS		166
76	2410000324	210079573	SHIVAMRAJE RATNAKAR HIRAY	23-03-99	M	OBC		166
77	2110001918	210073721	VAISHNAVI RAMCHANDRA GAIKWAD	08-08-99	F	GENERAL	FEMALE	166
78	2610000103	210072390	ROHAN VISHAL PATIL	16-08-99	M	OBC		166
79	1210000109	210050135	GAURI VIVEK SWAMI	12-09-99	F	OBC	FEMALE	166
80	2310000053	210065147	AISHWARYA RAMESH KARLE	17-09-99	F	OBC		166
81	1410000358	210067904	AISHWARYA DATTATRAY CHAVAN	11-05-00	F	EWS	FEMALE	166
82	1210000238	210052688	AISHWARYA APPASAHEB KANASE	08-06-00	F	EWS		166
83	1110002369	210044827	SHUBHAM SANJAY DHAYGUDE	09-06-00	M	NT-C		166
84	1910000008	210044862	ABHISHEK KRISHNAT MORE	04-06-02	M	EWS		166
85	2010001284	210056743	VINOD VYANKATESH SURYAWANSHI	05-01-92	M	NT-C		164
86	1610001043	210074910	RISHIKESH RAMESH LOKHANDE	01-01-94	M	OBC		164
87	1610001661	210046954	SAURABH ARUNKUMAR SAKATE	12-09-95	M	SC		164
88	2410000844	210068350	SACHIN VISHNU SANGDE	11-04-96	M	OBC		164
89	1110001528	210106876	JAYASHRI CHANDRASHEKHAR KURLE	18-04-96	F	GENERAL	FEMALE	164
90	2410000104	210093563	RUSHIKESH JAYWANT PATIL	08-12-96	M	OBC		164
91	2510000029	210056008	UNMESH RAMESH THOSARE	03-02-97	M	OBC		164
92	1110000829	210077417	VISHWAJIT VIJAYSINH NALAWADE	18-06-97	M	VJ-A		164
93	1210000082	210056950	MITHILA MAHENDRA MANE	19-12-97	F	EWS	FEMALE	164
94	1110002632	210073703	AMOL KASHINATH KARANDE	08-05-98	M	NT-C		164
95	2410000279	210076670	UMESH VISHNU MAHAJAN	31-05-98	M	OBC		164
96	2610000050	210006165	CHETAN ANIL PATIL	03-11-98	M	OBC		164
97	2410000509	210008568	SAGAR DILIP PAWAR	17-08-00	M	OBC		164
98	2410000297	210073467	MAYURI PARESH SAKHARE	28-08-00	F	OBC	FEMALE	164
99	2410000255	210058172	PRANAV SHIVAJI SANAP	28-06-01	M	NT-D		164
100	2410000218	210073559	SACHIN BALASAHEB BHABAD	26-06-92	M	NT-D		162
101	2010001771	210071934	VAIBHAV VIJAYKUMAR BHUSNIKAR	11-08-92	M	OBC		162
102	2110001857	210030743	VAIBHAV ANANDRAO PATIL	20-04-93	M	OBC		162
103	1110002340	210028250	PRAKASH AMRUT BANSODE	20-08-93	M	SC		162
104	2410000022	210062211	VAIBHAV SADASHIV TAPKEER	12-07-94	M	OBC		162
105	2010001147	210081468	YASH RAJPAL PATIL	30-11-94	M	EWS	EARTHQUAKE_AFFECTED	162
106	2410000178	210061748	GANESH SHAMSUNDAR RAKTATE	01-03-95	M	OBC		162
107	1110002552	210095811	SNEHA VILAS MANE	05-03-95	F	EWS	FEMALE	162
108	2310000332	210070579	TEJASHRI BHAUSAHEB SHINDE	05-08-97	F	OBC	FEMALE	162
109	1110002266	210040955	PRAJAKTA KESHAV AGAWANE	30-08-97	F	SC	FEMALE	162
110	1410000044	210068865	VAIBHAVI VILAS CHOUGALE	07-09-98	F	EWS	FEMALE	162
111	1510000119	210001665	HARSHADA JAGANNATH MADAKE	03-01-99	F	SBC	FEMALE	162
112	2010000787	210100076	NASHIB BHAGWANJI SARODE	18-01-99	M	SC		162
113	1110000007	210030414	ABHISHEK PRASHANT PATIL	30-06-99	M	OBC	PWD-A	162
114	1510000092	210011517	PRACHI KERBA GORAVE	06-04-00	F	SC	FEMALE	162
115	1410000057	210084736	PRIYANKA GOVIND PATIL	14-12-92	F	OBC	FEMALE	160
116	1110001435	210055378	SNEHAL SURESH NIMBALKAR	25-11-93	F	EWS	FEMALE	160
117	1210000174	210092476	GEETANJALI VASANT PAWAR	29-01-95	F	GENERAL	ANSHKALIN_EMP	160
118	1310000018	210066818	SAYALI SHANKAR JADHAV	08-06-95	F	EWS	FEMALE	160
119	2010000949	210056567	KRISHNAKANT HANUMANT GITTE	25-06-95	M	NT-D		160
120	1110001067	210062292	AMRUTA SANJAY JAVHERI	09-01-96	F	OBC	FEMALE	160
121	2010000495	210076146	PRIYANKA SOMINATH MISAL	07-05-96	F	NT-D	FEMALE	160
122	2010000346	210100126	SHRADHA MAROTRAO NARWADE	27-07-96	F	EWS	FEMALE	160
123	1110001355	210102407	PRANALI PRAKASH PALE	04-12-96	F	NT-D	FEMALE	160
124	2310000223	210065650	PRAGATI KARBHARI BORATE	31-03-97	F	OBC	FEMALE	160
125	1110000891	210078104	AKSHADA ANKUSH WATEKAR	11-07-97	F	EWS	FEMALE	160
126	1310000223	210052391	PRACHI VARDHMAN NILAKHE	21-08-97	F	EWS	FEMALE	160
127	1110000615	210074537	PRIYANKA RAJABHAU DANANE	14-07-98	F	GENERAL	FEMALE	160
128	1410000107	210069051	ANKITA ASHOKKUMAR POWAR	06-04-99	F	EWS	FEMALE	160
129	1410000219	210067359	TRUPTI BHAGAWAN SUTAR	24-12-99	F	OBC	FEMALE	160
130	2310000092	210038057	AKSHADA VIJAY JAGTAP	18-03-01	F	OBC	FEMALE	160
131	2510000126	210024202	AKSHAY VITTHAL VAIRALKAR	11-08-93	M	NT-B		158
132	2010001769	210058860	SACHIN DATTA SUREWAD	05-09-95	M	ST		158
133	1110001582	210093122	VANASHRI MHATARDEO DHAYTADAK	08-10-96	F	NT-D	FEMALE	158
134	1110001806	210099096	GAURI RAJENDRA TAWARE	18-05-97	F	EWS	FEMALE	158
135	1210000213	210071580	VAISHNAVI VINAYAK PAWAR	07-09-97	F	EWS	FEMALE	158
136	1610000446	210053450	SAINATH HANUMANT POL	28-06-84	M	EWS	EX-SERVICEMAN	156
137	1310000121	210051026	ARATI NAGRAJ PATIL	27-12-93	F	EWS	FEMALE	156
138	1110001647	210057626	RONIT NITIN AJANALKAR	02-02-94	M	SC		156

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Sr. No.	Roll_No	Regt_No	Name	Birth_Date	Gender	Category	Parallel Reservation	Total Marks Obtained
139	1510000211	210064089	MONIKA BHANUDAS RANANAVARE	07-10-96	F	EWS	FEMALE	156
140	1610002165	210053576	SUMEDH AVINASH KAMBLE	14-12-96	M	SC		156
141	1110001689	210074856	NIKITA SUNIL KAMBLE	06-11-97	F	SC	ANSHKALIN_EMP	156
142	2310000270	210070104	SHRADDHA DILIP KSHIRSAGAR	16-11-97	F	OBC	FEMALE	156
143	1310000027	210047727	BHAGYASHRI MARUTI VANJARI	22-11-97	F	NT-D	FEMALE	156
144	1110000610	210099341	TUSHAR SHAHAJI NAIKNAWARE	12-06-98	M	GENERAL	SPORTS_PERSON	156
145	1610000928	210108088	PARESH SUDHAKAR GAVATE	21-07-98	M	SBC		156
146	1310000150	210047745	PRAJAKTA CHANDRAKANT PHALLE	13-09-99	F	OBC	FEMALE	156
147	1410000317	210045891	DHANASHRI VISHWANATH ASABE	23-07-91	F	EWS	FEMALE	154
148	1410000069	210056805	PRADNYA CHANDRAKANT PAWAR	19-04-94	F	SC		154
149	2410000668	210093375	AMRUT PRAKASH PANDURE	24-06-94	M	NT-B		154
150	1110002717	210045624	SHANKAR ARUN BAJBALKAR	03-11-94	M	OBC	PROJECT_AFFECTED	154
151	2410000420	210050485	SANKET NARAYAN MANE	03-01-95	M	SC		154
152	1110002068	210050480	VIKAS DASHRATH KURLE	05-11-95	M	SC		154
153	1110001114	210013002	SWAPNIL SAMPAT WAGHAMARE	18-06-96	M	SC		154
154	2310000324	210042049	GAURI SANTOSH POTDAR	21-11-96	F	OBC	FEMALE	154
155	1110000900	210043914	PRAJCTA VIJAYKUMAR KASHID	02-12-96	F	EWS	FEMALE	154
156	1210000018	210051599	TRUPTI ASHOK BANTHANAL	20-12-96	F	EWS	FEMALE	154
157	1310000016	210036371	AKSHAYA ASHOK GIRIGOSAVI	20-04-97	F	NT-B	FEMALE	154
158	1210000251	210085113	PRANALI VILAS MANE	16-05-97	F	OBC	FEMALE	154
159	1410000235	210034119	POOJA UTTAM SHENAVI	24-08-98	F	EWS	FEMALE	154
160	1610001339	210093735	SHUBHAM SAMBHAJI MAHADIK	09-10-98	M	EWS	PROJECT_AFFECTED	154
161	1410000322	210101612	AKANKSHA PANDURANG GURAV	03-11-99	F	OBC	FEMALE	154
162	1210000267	210073264	PRIYANKA PRASHANT PATIL	07-01-00	F	EWS	FEMALE	154
163	1210000273	210046953	SHIVANI RAJENDRA YADAV	24-08-95	F	OBC	FEMALE	152
164	2310000274	210064451	SARITA DILIP PAWASE	07-02-96	F	OBC	FEMALE	152
165	1410000129	210071045	MANISHA BALKRISHNA METHE	30-05-96	F	EWS	FEMALE	152
166	2010001275	210070124	PARMESHWAR SHIVRAM JADHAV	23-06-96	M	VJ-A		152
167	1110000058	210037325	PIYUSHA CHANDRASHEKHAR NEMADE	12-10-96	F	OBC	FEMALE	152
168	1110000015	210033078	PRAMOD SUHAS KARMARE	15-06-97	M	GENERAL	PWD-C	152
169	1310000063	210066803	RUTUJA ARVIND DESAI	10-01-99	F	OBC	FEMALE	152
170	1110001977	210089278	NISHIGANDHA RAJKUMAR BABAR	02-06-01	F	SC	FEMALE	152
171	2610000211	210069653	SAPNA KISAN WAGH	28-08-96	F	OBC	FEMALE	150
172	1310000095	210070379	POONAM KUMAR MALI	13-07-97	F	OBC	FEMALE	150
173	1210000223	210051374	NIKITA NANASO MOHITE	27-09-98	F	SC	FEMALE	150
174	1110000740	210030793	SHIVANI BHAUSAHEB LOKHANDE	30-09-98	F	OBC	FEMALE	150
175	2310000161	210091311	PRATIKSHA BALASAHEB DEOKAR	08-07-99	F	OBC	FEMALE	150
176	1110000924	210097692	VARSHARANI VASANT KUKADE	11-10-99	F	NT-C	FEMALE	150
177	1610001733	210036260	AKSHAY BHANUDAS TOTKAR	27-10-93	M	OBC	SPORTS_PERSON	148
178	1110002455	210051066	MADHURI DADASO THOMBARE	26-07-96	F	NT-C	FEMALE	148
179	2410000220	210061320	GAURI SUNIL PATIL	28-08-96	F	OBC	FEMALE	148
180	1110002741	210081317	ANKITA SAGAR SHELAR	02-04-97	F	SC	FEMALE	148
181	1110002110	210084992	PRANALI NARASAPPA MALI	05-02-98	F	OBC	FEMALE	148
182	2610000199	210101182	JAGRUTI ARUN MAHAJAN	29-03-98	F	OBC	FEMALE	148
183	2010000157	210000060	SAGAR SHAHURAJ GHODAKE	10-04-98	M	NT-C	EARTHQUAKE_AFFECTED	148
184	2010001713	210035639	VAISHNAVI DHANRAJ GOBADE	20-10-99	F	NT-C	SPORTS_PERSON	148
185	2510000143	210019185	RUPAM JAYPRAKASH PATIL	24-06-00	F	OBC	FEMALE	148
186	1310000057	210057898	PRANITA PRAKASH BHUTE	10-10-02	F	SBC	FEMALE	148
187	1110000571	210108222	SAYALI DINESH SONAWANE	03-12-92	F	OBC	FEMALE	146
188	2610000023	210046669	ASHLESHA GAJANAN MANKAR	30-04-93	F	OBC	FEMALE	146
189	1110001665	210057080	SUJIT PRADEEP PATIL	02-10-94	M	GENERAL	SPORTS_PERSON	146
190	2010001582	210050721	POOJA SHRIDHAR GOLAMBE	31-03-95	F	NT-C	FEMALE	146
191	2610000141	210102982	GUNJAN LILADHAR SONAWANE	01-11-95	F	OBC	FEMALE	146
192	1110000028	210048916	ASMITA SUDAM TODKAR	07-05-96	F	OBC	PROJECT_AFFECTED	146
193	1110001510	210084470	SHUBHANGI RAMDAS GADADE	12-09-97	F	OBC	FEMALE	146
194	1110001515	210105069	VINOD BHARAT BAJBALKAR	01-02-98	M	OBC	PROJECT_AFFECTED	146
195	1510000006	210049904	GANESH ASHOK CHIPADE	16-08-98	M	OBC	PWD-C	146
196	1110000260	210047168	MONIKA TAYAPPA SHINDE	25-05-99	F	SC	FEMALE	146
197	1410000152	210029801	AKASH BHARAT LADDHA	21-04-95	M	EWS	SPORTS_PERSON	144
198	2010000002	210035333	ASHITOSH NAGESHWAR MISAR	15-04-98	M	OBC	PWD-C	144
199	2310000190	210040497	SWAPNALI PARMESHWAR ANDHALE	06-02-96	F	NT-D	FEMALE	142
200	2410000976	210103775	NITESH WALAKU MORE	15-11-96	M	ST		142
201	2010000448	210067691	PRANIT KIRAN WAGHMARE	14-05-97	M	ST		142
202	2410000234	210061814	AJINKYA ANANDA MANDAVE	18-03-90	M	ST		140
203	2410000432	210098043	GOVIND DILIP GAWALI	13-02-91	M	ST		140
204	2410000268	210059097	GORAKSHNATH KONDIBA KAUTE	08-09-91	M	ST		140
205	1110001507	210028955	VRUSHALI RAMESH NIKAM	27-10-97	F	SC	FEMALE	140
206	2010001428	210037416	SIDHESHWAR ASHOK BARHALE	07-05-98	M	ST		140
207	1410000337	210105851	SRUSHTI SANJAY SHINDE	01-04-99	F	SC	FEMALE	140

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SR. NO.	ROLL_NO	REGT_NO	NAME	BIRTH_DATE	GENDER	CATEGORY	PARALLEL RESERVATION	TOTAL MARKS OBTAINED
208	1710000042	210003897	VITTHAL DHONDIBA JADHAV	11-10-78	M	GENERAL	EX-SERVICEMAN	138
209	1610000829	210046606	VAIBHAV RAJENDRA RENGDE	25-05-95	M	ST		138
210	1510000295	210047750	PRADNYA GORAKH MASTUD	19-11-95	F	SC	FEMALE	138
211	2010000018	210072207	OMKUMAR JAGANNATH ARU	24-06-98	M	OBC	PWD-B	138
212	1110002566	210093425	SHRUTIKA SITARAM KEVALE	11-07-00	F	SC	FEMALE	138
213	1610000240	210066664	ANIKET SUNIL JADHAV	23-02-99	M	EWS	EARTHQUAKE_AFFECTED	136
214	2310000348	210021412	SHARAD BAJIRAO PAWAR	01-06-78	M	OBC	EX-SERVICEMAN	132
215	2010000017	210070826	PRATIKSHA BHAGWAT SALUNKE	01-07-98	F	GENERAL	PWD-B	132
216	1610000978	210063610	RAVINDRA BABU PATIL	01-05-80	M	GENERAL	EX-SERVICEMAN	130
217	2010000116	210033033	PRATIKSHA SANJAY DESHTWAR	13-09-98	F	ST	FEMALE	130
218	2010001098	210041428	PRANALI DEORAM BAGADKAR	28-08-96	F	OBC	SPORTS_PERSON	128
219	2310000187	210055982	AKSHITA VISHNU JADHAV	08-05-00	F	VJ-A	FEMALE	128
220	1610001828	210080071	CHANDRAKANT RAJARAM SHELAR	21-07-70	M	GENERAL	EX-SERVICEMAN	126
221	2410000711	210073023	HAROON GAUSE MOHIUDDIN SHAIKH	02-12-79	M	GENERAL	ANSHKALIN_EMP	126
222	1410000313	210007130	SANGRAMSINH RAJARAM PATIL	23-07-85	M	GENERAL	EX-SERVICEMAN	126
223	1210000008	210074924	SANDIP DILIP NANAWARE	29-06-94	M	OBC	PWD-B	126
224	2510000078	210096774	VISHAL SAMADHAN BONDE	24-01-95	M	OBC	PROJECT_AFFECTED	126
225	1110000021	210058709	AKASH RAM SHINDE	17-03-95	M	GENERAL	PWD-D&E	126
226	1710000062	210004023	PRAJWAL MAHENDRA BHOSALE	04-01-98	M	SC	PROJECT_AFFECTED	126
227	1410000602	210059007	RIKITA TEJASING TADVI	28-08-89	F	ST	FEMALE	124
228	1410000001	210025037	ASHWINI DINKAR MAGADUM	28-03-96	F	EWS	PWD-A	124
229	1610001210	210041368	BALASAHEB SANTA DADAS	04-04-80	M	NT-C	EX-SERVICEMAN	120
230	1610001960	210051269	JITENDRA DATTATRAY MAHURKAR	29-02-84	M	GENERAL	EX-SERVICEMAN	120
231	1110001098	210029027	SUPRIYA NAMDEV JOSHI	13-07-98	F	ST	FEMALE	120
232	1310000082	210075523	KARISHMA BABURAO MANE	12-11-98	F	VJ-A	FEMALE	120
233	1610001592	210084665	MUSTAKIM GULMAHAMAD DESAI	02-10-99	M	GENERAL	ANSHKALIN_EMP	120
234	2010001276	210071260	GEETA YUVRAJ KUMBHAR	13-01-01	F	OBC	EARTHQUAKE_AFFECTED	120
235	1110002332	210090028	SHASHIKALA LAXMAN SHELKE	05-07-93	F	ST	FEMALE	118
236	1110001298	210105611	KANCHANA GOVIND LANDE	22-09-96	F	ST	FEMALE	118
237	1110001289	210079521	RUTUJA NATHSAHEB KHADE	06-09-02	F	NT-D	ORPHAN	118
238	2410000885	210103063	VIJAY HARIBHAU KADAM	28-11-77	M	GENERAL	EX-SERVICEMAN	116
239	2010000059	210087649	DATTATRAY SHIVAJI BHANDARE	20-12-83	M	GENERAL	EX-SERVICEMAN	114
240	2110002281	210057366	DINESH VISHWANATH KADAM	04-11-84	M	GENERAL	EX-SERVICEMAN	112
241	2110001977	210006331	BABASO SITARAM NARALE	29-06-85	M	OBC	EX-SERVICEMAN	112
242	2410000879	210083601	SHARAD JAGANNATH PATIL	15-08-84	M	NT-C	EX-SERVICEMAN	110
243	1610002108	210045696	SANDEEP MAHADEO DEOKAR	01-01-85	M	GENERAL	EX-SERVICEMAN	108
244	2110002245	210063845	RUSHIKESH BALASAHEB KALEWAGH	04-01-00	M	SC	SPORTS_PERSON	108
245	1710000011	210001942	SANDIP DAGADU DESHMUKH	06-05-83	M	GENERAL	EX-SERVICEMAN	106
246	1410000066	210003089	LAGAMANA BASAWANI KONURI	18-07-79	M	EWS	EX-SERVICEMAN	104
247	1110001769	210039107	VIJAY BHIMRAO KOLEKAR	04-10-84	M	NT-C	EX-SERVICEMAN	104
248	1610000001	210028156	SHIVENDRA ARUNKUMAR POL	05-02-98	M	SC	PWD-D&E	104
249	1710000073	210004841	SHIVAJI KISAN MOHITE	07-04-71	M	OBC	EX-SERVICEMAN	102
250	2410000235	210066843	VIKRAM ANANDA GUND	25-03-82	M	OBC	EX-SERVICEMAN	102
251	1110002302	210058742	POOJA DNYANESHWAR TEHRE	17-07-93	F	OBC	ANSHKALIN_EMP	102
252	2610000002	210098077	ASHISH KACHRU SHINGNE	13-06-99	M	SC	PWD-D&E	102
253	2410000219	210041442	PRASAD SURESH JADHAV	29-05-01	M	OBC	SPORTS_PERSON	96
254	1610001526	210010605	KISHOR DADASO GHADAGE	11-06-84	M	EWS	EX-SERVICEMAN	92
255	1210000266	210052687	AKANKSHA ANANDA BHILARE	19-03-97	F	GENERAL		170
256	1610000269	210084317	SANKET VIJAYKUMAR BONDRE	15-03-98	M	GENERAL		170
257	1110000339	210016395	MEGHA SARJERAO LAWAND	06-12-89	F	GENERAL		168
258	1110002314	210046738	KEDARNATH SUBHASH SHINDE	22-03-93	M	GENERAL		168
259	1610001389	210039397	VAIBHAV SHASHIKANT DEOGHARE	09-02-95	M	GENERAL		168
260	1610000781	210058044	SHUBHAM ANANDA PATIL	02-06-96	M	GENERAL		168
261	1610001311	210076806	NIKHIL MAHADEV NAGURDEKAR	28-11-98	M	GENERAL		168
262	1110002309	210100634	DINESH UDDHAV BHOSALE	10-10-96	M	GENERAL		166
263	1610000393	210095622	TEJAS CHANDRAKANT PATIL	07-05-97	M	GENERAL		166
264	1610000373	210069193	SUMIT SATISH DONGALE	10-09-97	M	GENERAL		166
265	1610001712	210048767	SAURABH SATISH ZANJURNE	05-04-98	M	GENERAL		166
266	1610000032	210085019	PRANAV LAHU PATIL	15-10-93	M	EWS		164
267	1110000759	210020748	SHAFIQ SHAMIM SAYYAD	13-07-94	M	EWS		164
268	2010001495	210059548	DHANRAJ ABHIMANYU YADAV	03-01-96	M	EWS		164
269	2010000526	210090375	PAVAN NARAYAN SHINDEPATIL	28-05-96	M	EWS		164
270	1610001190	210062746	SHUBHAM VIJAYKUMAR BANGAR	17-07-98	M	NT-C		164
271	1610000027	210058791	ADITYA SHIVAJI MADANE	13-11-99	M	NT-C		164
272	1110000558	210036274	SAGAR SUKHADEV DEVAKATE	04-10-93	M	NT-C		162
273	2410000093	210067832	SHUBHAM SHIVAJI ASWALE	27-06-96	M	OBC		162
274	1110000717	210000082	PRADEEP SANTOSH KSHIRSAGAR	30-09-96	M	OBC		162
275	2510000011	210102176	MRINAL KISHOR PATIL	23-02-97	F	OBC		162
276	1610000548	210076450	AKSHAY RAMRAO ADSUL	04-03-97	M	OBC		162

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S.R. NO.	ROLL_NO	REGT_NO	NAME	BIRTH_DATE	GENDER	CATEGORY	PARALLEL RESERVATION	TOTAL MARKS OBTAINED
277	2410000680	210049002	UDAYRAJE RUPCHAND JAGTAP	31-03-99	M	OBC		162
278	1610001199	210049621	SHAMBHURAJE TANAJI SORATE	26-05-99	M	NT-C		162
279	1310000021	210028754	SNEHAL RAVASAHEB MHETRE	07-12-99	F	OBC		162
280	1610002133	210027957	ADITYA RAJENDRA NAGARE	12-07-01	M	OBC		162
281	2410000217	210060677	KIRAN DADASO MADANE	10-04-91	M	NT-C		160
282	2010000697	210091671	PRADEEP RAMESHRAO SANAP	07-12-91	M	GENERAL	PROJECT_AFFECTED	160
283	2010001663	210002822	RAHUL SHRIRANG KATWE	14-01-93	M	OBC		160
284	2410000612	210099915	SAURABH RAJARAM MAHAJAN	09-09-95	M	OBC		160
285	1610000073	210059047	PUSHPAK RAVINDRAKUMAR SANAP	26-11-97	M	NT-D		160
286	2510000014	210069613	KAVITA SUKHDEV RAJPUT	30-09-90	F	GENERAL	FEMALE	156
287	2410000271	210108740	DHAIRYASHEEL BABASAHEB OMBASE	28-02-95	M	NT-D		156
288	1110000751	210048959	APOORVA DILIP WAGH	04-11-95	F	GENERAL	FEMALE	156
289	2010001411	210099318	SHRINATH BAPURAO GITTE	25-04-98	M	NT-D		156
290	2610000156	210056076	SNEHA ANIL PATIL	01-05-98	F	GENERAL	PROJECT_AFFECTED	156
291	1310000038	210045820	AISHWARYA MARUTI PATIL	28-12-95	F	GENERAL	FEMALE	154
292	1110000969	210005753	SUDARSHAN GAJANAN JATHAR	04-03-99	M	SBC		154
293	1410000510	210052493	PRAJAKTA SAMBHAJI PATIL	03-05-99	F	GENERAL	FEMALE	154
294	1610000043	210107968	MILIND BHAGWAN WAGHMARE	31-12-91	M	SC		152
295	1110000714	210081578	AKSHATA SURESH KARMALKAR	26-04-92	F	GENERAL	FEMALE	152
296	2510000166	210019623	POONAM PRADIP MAGAR	20-07-94	F	SC		152
297	1310000201	210030445	SUPRIYA SHRIMANT MANE	12-11-94	F	GENERAL	FEMALE	152
298	1110001690	210051997	SUNIL RAMESH JADHAV	10-02-96	M	NT-B		152
299	1510000120	210073257	ANKITA SHAHAJIRAO GAIKWAD	03-04-96	F	GENERAL	FEMALE	152
300	1210000059	210074357	DHANSHRI PRAKASH MANE	17-06-96	F	EWS	FEMALE	152
301	1610000635	210059784	SHIVAM RAJARAM DAVARI	17-07-96	M	NT-B		152
302	1110000630	210091639	SWARALI SHRIKANT JOSHI	09-04-97	F	GENERAL	FEMALE	152
303	2010000705	210072603	SHUBHANGI BABURAO BOBADE	30-09-97	F	EWS	FEMALE	152
304	1610000055	210059127	SANDESH VILAS GANESHACHARYA	07-01-98	M	SC		152
305	1110000517	210072629	SNEHA NAVANATH DIVEKAR	06-06-99	F	EWS	FEMALE	152
306	2010001093	210026463	ANIKET POPAT FULGAME	11-04-00	M	SBC		152
307	1310000211	210020314	PALLAVI ARUN KURANE	14-05-00	F	SC		152
308	1210000189	210041081	PRANOTI NAMDEV MANE	29-07-00	F	EWS	FEMALE	152
309	1410000046	210018453	PRANALI SHANKAR MHATUGATE	15-09-01	F	EWS	FEMALE	152
310	1510000157	210050066	SMITA SHRIKANT BHOSALE	26-05-95	F	EWS	FEMALE	150
311	2010000385	210075621	VRUSHABH RAJENDRA GIRI	07-06-98	M	NT-B		150
312	2010001679	210098071	ASHISH VIRENDRA RATHOD	11-03-99	M	VJ-A		150
313	1110001329	210058381	GIRISH BHAGWAN PAPARKAR	04-04-92	M	SBC		148
314	2010000056	210062496	RAMESH KISANRAO SANAP	03-07-93	M	NT-D	PROJECT_AFFECTED	148
315	1110002446	210066355	SUMIT NAVNATH GUND	06-04-99	M	GENERAL	PROJECT_AFFECTED	148
316	1310000238	210028231	TEJASWITA RANOJI MANE	02-01-94	F	VJ-A		146
317	1510000102	210063081	DNYANESHWARI TUKARAM GADHAVE	06-07-96	F	NT-C	FEMALE	146
318	2310000156	210048186	SONALI BHAVAKA KHEMNAR	01-07-97	F	NT-C	FEMALE	146
319	1310000048	210053188	PRAJAKTA SURESH KORABU	03-05-98	F	NT-C	FEMALE	146
320	1410000339	210045193	DHANASHREE DATTATRAY GURAV	11-10-98	F	OBC	FEMALE	146
321	1110001801	210059226	PRITI SHAHAJI MHETRE	13-02-00	F	OBC	FEMALE	146
322	1110002448	210023468	ROHIT VASANT RATHOD	18-11-01	M	VJ-A		146
323	1410000265	210007530	RAJARAM DATTU PATIL	09-12-86	M	GENERAL	PROJECT_AFFECTED	144
324	1410000271	210068844	KETAKI SURESH PARDESHI	30-01-96	F	NT-B	FEMALE	144
325	2010001048	210044235	NIKITA RAVINDRA BHURE	13-10-97	F	OBC	FEMALE	144
326	2310000184	210090560	SHAMAL KONDIBHAU BORHADE	24-12-99	F	OBC	FEMALE	144
327	1410000101	210069317	VAIBHAVI RAVINDRA DIGE	02-07-96	F	OBC	FEMALE	142
328	2010001125	210052905	ROHITKUMAR SANJAY ITKAR	30-03-97	M	VJ-A		142
329	1410000446	210109213	SAPANA BALASO BORE	10-07-97	F	NT-B	FEMALE	142
330	2410000109	210052858	RAGINI SATISH AHIRE	07-12-97	F	OBC	FEMALE	142
331	1110001190	210029118	HARSHADA VILAS SAPKAL	17-12-97	F	OBC	FEMALE	142
332	1110000008	210056139	SNEHA RAJAN HADKE	27-06-93	F	OBC	PWD-C	140
333	2410000598	210084608	ANUJA HEMANT VANJARI	10-03-94	F	NT-D	FEMALE	140
334	2010000860	210033319	MILIND ARUN CHAVAN	20-05-96	M	VJ-A		140
335	2410000437	210075005	ABHISHEKH NANASAHEB SAWANT	27-08-00	M	GENERAL	SPORTS_PERSON	140
336	2010001463	210090309	ARCHANA SUBHASH KANTHALE	10-05-94	F	NT-D	FEMALE	138
337	210062254	210062254	HARISH RAJESH MASKE	30-05-98	M	ST		138
338	1110002217	210002248	SNEHA VIJAY WALKOLI	26-04-00	F	ST		138
339	1410000006	210043927	BHALCHANDRA NAMDEO KAPASE	09-06-01	M	OBC	PWD-C	138
340	1110002233	210083695	NEHA BHIMRAO MHETRE	09-03-94	F	SC	FEMALE	136
341	2510000177	210062824	DATTATRAY CHAITRAM VALVI	19-05-94	M	ST		136
342	1110002228	210081800	ASHVINI KUMAR BIRAJDAR	20-05-95	F	GENERAL	EARTHQUAKE_AFFECTED	136
343	1510000087	210000719	PRIYANKA ISHWAR CHANDANSHIVE	25-06-97	F	SC	FEMALE	136
344	2410000122	210073106	RITIKESH NAMDEV SHINGADE	07-10-98	M	ST		136
345	1510000077	210071670	NANDINI SHANKAR ARGONDA	04-09-00	F	SBC	FEMALE	136

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Sr. No.	Roll_No	Regt_No	Name	Birth_Date	Gender	Category	Parallel Reservation	Total Marks Obtained
346	1610000545	210075121	RAHUL SHIVAJI JADHAV	05-06-91	M	EWS	PROJECT_AFFECTED	134
347	1110001797	210064780	SONALI TANAJI SHERKHANE	28-05-93	F	SC	FEMALE	134
348	1410000003	210088970	RAJANI HARI GAIKWAD	15-06-97	F	GENERAL	PWD-C	134
349	2010000287	210045113	AMRUTA ASHOK GALANDE	08-01-98	F	SBC	FEMALE	134
350	1410000581	210091156	RATNAPRABHA KERBA DHAMMRAKSHIT	20-11-98	F	SC	FEMALE	134
351	1110000019	210089745	VISHAL RADHESHYAM CHAUHAN	05-04-97	M	GENERAL	PWD-C	132
352	1410000613	210016008	AKASH ABHAY NAIK	23-10-97	M	EWS	SPORTS_PERSON	132
353	1110000795	210089954	SHUBHAM MOHAN NALAWADE	16-03-99	M	EWS	PROJECT_AFFECTED	132
354	1610000243	210052331	AJIT BALASO KHOT	15-08-97	M	GENERAL	SPORTS_PERSON	130
355	1110000960	210064409	PRITI NARAYAN WANVE	23-10-97	F	NT-D	FEMALE	130
356	1610000974	210006749	NITIN SUDAM MALI	14-05-98	M	ST		130
357	1510000007	210053679	NIKHIL SAHEBRAO DESHMUKH	29-04-99	M	GENERAL	PWD-C	130
358	2010001037	210059943	RAMEEZ MAHAMADRAFI TAMBOLI	07-03-91	M	GENERAL	EARTHQUAKE_AFFECTED	128
359	2010000420	210061006	MAINA GAUTAM GHANTE	06-10-96	F	SBC	EARTHQUAKE_AFFECTED	128
360	2010000454	210011331	ADITYA SUNIL DESHMANE	15-06-98	M	OBC	PROJECT_AFFECTED	126
361	1310000003	210066789	ROHIT UTTAM BHAGAT	25-05-95	M	GENERAL	PWD-C	124
362	2110002027	210020776	SHUBHAM ATMARAM WADKAR	17-09-96	M	OBC	PROJECT_AFFECTED	124
363	1110001063	210040582	SANDIP SUKHADEO GODASE	06-11-97	M	OBC	PROJECT_AFFECTED	124
364	1610001476	210053999	SHUBHAM APPASO SONALKAR	06-01-02	M	GENERAL	SPORTS_PERSON	124
365	1510000017	210040264	SHIVARAJ YASHWANT BANDGAR	03-06-00	M	NT-C	PWD-B	122
366	1610000457	210017802	ANIKET SAMBHAJI SAWANT	04-12-98	M	GENERAL	SPORTS_PERSON	120
367	1210000077	210082432	PRANALI PRAKASH JADHAV	16-08-99	F	VJ-A	FEMALE	120
368	1410000397	210075115	SHRADHA ANIL PUJARIGADIWADAR	27-01-93	F	VJ-A	FEMALE	118
369	1110002680	210103114	AKSHAY FULCHAND SUTAR	11-03-95	M	OBC	PROJECT_AFFECTED	118
370	1110000004	210052030	VAIBHAV GORAKHNATH WAGALGAVE	26-04-96	M	NT-C	PWD-A	118
371	1110000337	210090711	AKSHAY RAJENDRA PATIL	19-10-96	M	EWS	SPORTS_PERSON	118
372	1610001162	210021222	POONAM KASHINATH SUPE	12-07-97	F	ST	FEMALE	118
373	1110002168	210095119	ASHWINI ANIL VETAL	31-03-01	F	VJ-A	FEMALE	118
374	1110002439	210081082	ANITA VISHNU LANGHI	22-12-93	F	ST	FEMALE	116
375	1110002338	210015742	SHAMALEE VIKAS KATHE	01-11-97	F	ST	FEMALE	116
376	1110001358	210090888	NEHA ARUN PATEKAR	28-08-99	F	ST	FEMALE	116
377	1110000026	210099832	JAYANT PRADIPKUMAR MORE	29-07-91	M	GENERAL	PWD-B	114
378	2510000214	210099278	SHRADDHA DHANJI KOKANI	02-09-98	F	ST	FEMALE	114
379	1110001381	210085018	SHRIKRISHNA VIJAY PATIL	23-07-98	M	EWS	SPORTS_PERSON	110
380	1110000001	210017004	KIRAN ANANDA PATIL	25-06-88	M	GENERAL	PWD-A	108
381	2110002114	210049099	AKSHAY SANJAY FULZELE	11-10-99	M	SC	PWD-B	108
382	2010000013	210057806	DATTATRAYA BALAJI SHINDE	20-06-96	M	EWS	EARTHQUAKE_AFFECTED	106
383	1410000146	210032214	DADASO SADASHIV PATIL	26-05-79	M	GENERAL	EX-SERVICEMAN	98
384	2110002112	210077654	VIJAY WASUDEORAO AMBHORE	11-07-84	M	SC	PWD-A	98
385	1410000174	210019437	UMESH RAMGONDA PATIL	14-12-84	M	GENERAL	EX-SERVICEMAN	98
386	1110002083	210063028	GANESHPRASAD SANJAY SAPATE	28-03-99	M	SC	SPORTS_PERSON	96
387	2410000242	210072874	HIRACHAND BHUJANGRAO GANJE	07-05-73	M	GENERAL	EX-SERVICEMAN	94
388	1610001241	210025994	AJIT MANSING PAWAR	21-07-84	M	GENERAL	EX-SERVICEMAN	94
389	1610001557	210030440	ASHOK DILIP GORDE	15-06-85	M	GENERAL	EX-SERVICEMAN	94
390	1610000956	210024016	ABHISHEK VITTHAL DHUMAL	15-02-99	M	GENERAL	ORPHAN	94
391	1110000627	210071605	DIPALI HANUMANT GIRAMKAR	22-10-98	F	OBC	ORPHAN	92
392	2010001575	210087562	AMIT RAJENDRA BIRAJDAR	13-05-93	M	EWS	EARTHQUAKE_AFFECTED	90

कागदपत्रे पडताळणी/तपासणी कामी उमेदवारांसाठी सर्वसाधारण सुचना

- वरील वेळापत्रकाप्रमाणे संबंधीत उमेदवारांनी नमुद ठिकाणी कागदपत्रे पडताळणी / तपासणी कामी त्यांचे आवश्यक सर्व मुळ कागदपत्रे व कागदपत्रांच्या २ छायांकित प्रतींसह उपस्थित रहाणेचे आहे.
- कागदपत्रे पडताळणीच्या वेळापत्रकामध्ये बदल करण्याबाबतच्या कोणत्याही अर्जाचा विचार केला जाणार नाही याची नोंद घ्यावी.
- कोणताही उमेदवार त्याला नेमलेल्या तारखेस कागदपत्रे पडताळणीसाठी उपस्थित न राहिल्यास पदभरतीकामी पुढील पात्र उमेदवारास संधी देण्यात येईल.
- कागदपत्रे पडताळणी कामी आवश्यक मुळ कागदपत्रे सादर करणे आवश्यक आहे. उमेदवाराने प्रमाणपत्र मिळणेकरीता सादर केलेल्या अर्जाच्या पावत्या ग्राह्य धरल्या जाणार नाहीत.

पडताळणी कामी आवश्यक कागदपत्रे -

- सक्षम प्राधिकार्याने निर्गमित केलेले महाराष्ट्राचे अधिवास प्रमाणपत्र (Domicile Certificate)
- माध्यमिक शालांत परिक्षा प्रमाणपत्र
- औद्योगिक प्रशिक्षण संस्थेकडील सर्व्हेक्षक व्यवसाय प्रमाणपत्र (ITI Surveyor)

किंवा

- मान्यताप्राप्त संस्थेकडील स्थापत्य अभियांत्रिकी पदविका प्रमाणपत्र
(Diploma in Civil Engineering)

किंवा

- मान्यताप्राप्त विद्यापिठाकडील स्थापत्य अभियांत्रिकी पदवी प्रमाणपत्र
(Bachelor of Civil Engineering / B. Tech. (Civil Engineering)
- माजी सैनिक उमेदवारांच्या बाबतीत औद्योगिक प्रशिक्षण संस्थेकडील सर्व्हेक्षक अभ्यासक्रमाशी समकक्ष असणारे संरक्षण विभागाकडून दिलेले ट्रेड प्रमाणपत्र. (Trade Certificate equivalent to civil trade “Surveyor”.)
- टंकलेखन / संगणक टंकलेखन प्रमाणपत्र
 - मराठी किमान ३० श.प्र.मि.
 - इंग्रजी किमान ४० श.प्र.मि.
- संगणक हाताळणे बाबत प्रमाणपत्र (MS-CIT or etc. as per GR)
(टंकलेखन व संगणक बाबत अर्हता धारण न करणाऱ्या उमेदवारांनी नियुक्ती दिनांकापासून २ वर्षांच्या आत सदर अर्हता धारण करणे आवश्यक राहिल.)
- माजी सैनिक उमेदवारांचे संरक्षण खात्याकडील सेवानिवृत्तीबाबत कागदपत्रे. जिल्हा सैनिक कल्याण कार्यालयाकडे नाव नोंदविल्याबाबत नोंदणीपत्र / प्रमाणपत्र.
- प्रकल्पग्रस्त / भूकंपग्रस्त उमेदवारांचे सक्षम प्राधिकारी यांनी निर्गमित केलेले प्रमाणपत्र.
- अनुसुचीत जाती व अनुसुचीत जमाती प्रवर्गातील उमेदवार वगळता इतर सर्व मागासप्रवर्ग तसेच खुल्या प्रवर्गातील महिला आरक्षणाचा लाभ घेऊ इच्छिणाऱ्या महिला उमेदवारांचे उन्नत व प्रगत गटात मोडत नसल्याबाबतचे प्रमाणपत्र (Non-Creamy Layer Certificate).
(सदर प्रमाणपत्र आर्थिक वर्ष २०२०-२१ किंवा २०२१-२०२२ करीताचे असावे.)
- खेळाडू उमेदवारांचे, ते ज्या विभागातील रहिवाशी आहेत त्या विभागाच्या विभागीय उपसंचालक यांचेकडून क्रिडा प्रमाणपत्राची योग्यता व खेळाडू कोणत्या संवर्गाकरीता पात्र ठरतो याबाबत प्रमाणित केलेले प्रमाणपत्र.

- अंशकालीन उमेदवाराने जिल्हा रोजगार व स्वयंरोजगार मार्गदर्शन केंद्रामध्ये नोंद केल्याबाबतचे प्रमाणपत्र.
- अनाथ उमेदवारांच्या बाबतीत महिला व बाल विकास विभागाकडील दि. ०६/०६/२०१६ रोजीच्या शासन निर्णयानुसार सक्षम प्राधिकाऱ्याने दिलेले अनाथ प्रमाणपत्र.
- शासकीय / निमशासकीय सेवेतील कर्मचाऱ्यांनी त्यांचे विभागातील सक्षम प्राधिकाऱ्याच्या पुर्व परवानगीबाबत कागदपत्रे. तसेच सध्या ज्या शासकीय / निमशासकीय सेवेत आहेत त्या कार्यालयाकडील ना मागणी / ना विभागीय चौकशी प्रमाणपत्र.
- महाराष्ट्र नागरी सेवा (लहान कुटुंबाचे प्रतिज्ञापन) नियम, २००५ अन्वये विहित नमुन्यातील लहान कुटुंबाचे प्रतिज्ञापन.

OMSHREE INDUSTRIES

Plot No. 298, Sect No. 10, PCNTDA, Bhosari MIDC, Pune – 411026,

E Mail- omshree147@gmail.com

OFFER LETTER

Date: 15th December 2021

To: HARSHAD MORE

Dear Harshad,

Based on your interview, we are pleased to offer you the position of Business Development Executive with an annual Total Fixed Salary of INR 4.50 Lacs (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

You will directly report to Sr. Branch Manager Branch Operations and will be located at Pune.

As discussed, your date of joining will be Friday, 16th December 2021 or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.

Hridiya Maruti Patil

AVP – Human Resources & Administration



Ref: CGSA/CTIL/SCP/RR

Miss HARSHADA CHOPADE

Date: 4th April 2022

Subject: Letter of Offer & Appointment

Dear HARSHADA

This is with reference to our discussions for the role with Cummins Technologies India Ltd., we are pleased to communicate your appointment. Please find details of your Offer

BUSINESS TITLE	: SUPPLY PLANNING COORDINATOR
GLOBAL POSITION PROFILE	: SUPPLY PLANNING COORDINATOR - LEVEL III
LOCATION	: Pune
SALARY GRADE	: JM2
DATE OF JOINING	: 25 th April 2022

Annual Total Compensation: Your annual total compensation will be Rs. 6,50,186/- (Rs. Six Lakh Fifty Thousand One hundred and Eighty-Six only), excluding Indirect Benefits. Pls. Refer to Annexure A for detailed salary break up.

Relocation Reimbursement: Outstation candidates shall be eligible for a One-Time reimbursement of the relocation expenses, as per Company policy. The details of Relocation benefits are enclosed in Annexure B

Notes:

1. The attached Compensation sheet (ANNEXURE A) includes your total compensation including Guaranteed Cash, Performance Pay (at payout factor 1) & Retirals.
2. Total Compensation however, does not include any indirect benefits, which are over and above, as per policy
3. Performance pay is governed by the provisions of Annual Variable Pay Policy
4. This offer is subject to you clearing our Background Verification process and pre-employment medical examination. In the event of any discrepancy being found as the result of the background verification check, the Company retains the right to terminate the employment with immediate effect.
5. The details shared above are strictly confidential and not to be disclosed.

This offer is valid subject to your joining on the date mentioned above. You are requested to communicate your acceptance and acknowledgement of offer on or before (a week's time from date of issue) through an email or by sending us a duplicate copy of this Offer letter with your signature and date mentioned on it, failure to which, the offer will be deemed invalid.

Please feel free to reach Nilesh T Gaikwad (nilesh.gaikwad@cummins.com) for any questions on the same. We look forward to the pleasure of having you on board for a long and fruitful association.

For Cummins Technologies India Ltd.

Digitally signed
by Veena Shah
Date:
2022.04.04
10:11:24
+05'30'

Veena
Shah

Veena Shah
HR Leader - CGSA

Cummins Global Services and Analytics
Division of Cummins Technologies India Private Limited
(Formerly known as Cummins Technologies India Limited)
Registered Office
Cummins India Office Campus
Tower A, 2nd, 4th and 8th Floor, Survey No. 21
Balewadi, Pune 411 045, Maharashtra, India
Phone +91 20 67067000, 39651000
Fax +91 20 67067011/18
cumminsindia.com
ctipl@cummins.com

CIN: U29113PN1994FTC139I53



GOVIND MILK & MILK PRODUCTS PVT. LTD

Head office-Ganeshsheri, Pandharpur Road, Kolki, Tal. Phaltan, Dist. Satara-415523, Maharashtra, India
Phone no. 02166-221302, 7350017851, 7350017852 Fax: (+91) 02166226025

Email – contact@govindmilk.com

Offer Letter

Name: KAJAL CHANGDEV SHINDE

Address: Flat no 13, Samruddhi Society , Near gliding center Sasane nagar, Hadapsar

Post Code: 411028

Date: 6th May 2021

Dear Kajal,

We are pleased to confirm that **Govind Milk & Milk Products Pvt Ltd** would like to formally offer you the position of "Sr Analyst" subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Satisfactory pre-employment Additional Information questionnaire.
- c) Evidence of qualifications (original certificates).
- d) Satisfactory PVG Scheme clearance.
- e) Evidence of eligibility to work in the UK.
- f) Valid, current driving license.

[Your employment shall be subject to an initial probationary period of no. of months during which your performance and conduct will be monitored.]

On your first day, you should bring your passport (and other documentation, if necessary) and P45. Copies will be taken of these documents for our records.

Your commencing salary will be **500000 per annum**. [Your employment does not attract bonus payments.]

The other terms and conditions of employment are set out in your Terms and Conditions of Employment. The Terms and Conditions of Employment, along with this Offer Letter, will form your contract of employment.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document or the document to us as soon as possible.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

If you have any questions concerning the terms of our offer please let us know as soon as possible and we will do all we can to ensure they are answered.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely



Govind Milk & Milk Products Pvt. Ltd. Phaltan


Vijay Parte
Senior Officer



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

JR68807/P/TV/06-Mar-2021

To:
KOMAL DHADAGE
Pune.

Subject: Offer of Employment

Dear Komal

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

Position	Lead Analyst
Grade	F2
Location	Full time at Pune
Probation Period	Six Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	08 April 2021

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 50,000
Performance Bonus	: Rs. 60,000
Total Compensation	: Rs. 600,000
Cost To Company	: Rs. 710,000

Annual Performance Incentive payout will be made annually as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,

A handwritten signature in black ink, appearing to read 'Mamta Wasan', is positioned above the printed name.

Mamta Wasan
Senior Vice President – Human Resources



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

ANNEXURE – A

Name	Komal Dhadge
Designation	Lead Associate – Plan Administration

Compensation Breakup:

<u>ANNEXURE - Compensation and Benefits</u>		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	20,310	243,720
House Rent Allowance	10,155	121,860
Flexi Benefit Plan [^]	17,856	214,266
<u>Employer's contribution to Provident Fund @ 12% of Basic Salary</u>	2,437	29,244
TOTAL FIXED PAY (A)	50,758	609,090
PERFORMANCE BONUS (B) *		60,910
TOTAL COMPENSATION (A+B)		710000
ANNUAL BENEFITS (C)		
Benefit Particulars	Amount (PA)	
Gratuity (As per payment of Gratuity Act)	11,723	
Premium paid by the employer for GHMI**	11,400	
Premium paid by the employer for GPA**	342	
COST TO COMPANY (A+B+C)	710000	

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary as per the criteria under the plan. Amounts payable under this plan are subject to the terms and conditions of the plan. Plan details are at the sole discretion of the company and subject to change.

* Fixed Bonus and Performance Bonus are adjustable against any Statutory Bonus payable (if applicable)

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

[^] Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

OFFER LETTER

Date: 15th December 2021

To: Kapil Keshavrao Shinde

Dear NILESH

Based on your interview, we are pleased to offer you the position of Sr Team Analyst with an annual Total Fixed Salary of **INR 3.80 Lacs** (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

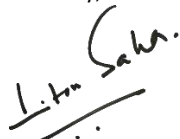
You will directly report to Sr. Branch Manager Branch Operations and will be located at **Pune**.
As discussed, your date of joining will be Friday, **16th December 2021** or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.

Sincerely,



Liton Saha
AVP – Human Resources & Administration

Annexure -1

Salary Components	Amount PA (in INR)
PART-A GROSS PAY	
Basic Salary	620000
HRA	102000
Personal Allowance	64008
Statutory Bonus	45728
TOTAL GROSS PAY	9,02,000
PART-B REIMBURSEMENTS	
Telephone & Internet Reimbursement	0
Book Reimbursement	0
Sodexo Food Pass	0
Leave Travel Allowance (LTA)	0
Petrol and Vehicle Maintenance Reimbursement	0
Child Study Scholarship and/or Self Professional Upgradation Reimbursement	0
Company Car for official work/purpose	0
TOTAL REIMBURSEMENTS	0
PART-C STATUTORY / RETIRALS	
Employer's Contribution to Provident Fund	21600
Gratuity	8664
ESIC	0
TOTAL STATUTORY / RETIRALS	30,264
TOTAL FIX PAY (A+B+C)	9,94,000
PART-D ON TARGET VARIABLE PAY	
On Target Variable pay (earning potential)	28,800
TOTAL ANNUAL ON TARGET COMPENSATION (OTC)	9,94,000

Note:

1. You will also be eligible for Variable Pay as per Pay Policy, if applicable.
2. You will receive salary, and all other benefits forming part of your salary subject to, and after, deduction of Tax in accordance with applicable laws.
3. You will also be eligible for Insurance benefits as per Insurance Policy, if applicable.

Annexure -2

1. Proof of Date of Birth
2. Aadhaar Card
3. PAN Card
4. 10th Class Certificate
5. 12th Class Certificate
6. Graduation Certificate
7. Professional Qualification Certificate(s)
8. Experience letters from all Companies you worked for, including current Company
9. Latest Passport size-coloured photographs (4 Nos.)



EMPLOYMENT OFFER LETTER

Cappgemini Ref: 3740276/1228303,

03/07/2022,
Krishna Rajgopal Karwa.

Rasta Peth, Gajasmruthi Apartment, Flat No.401, Near Power house, Pin code - 411011
Pune, Maharashtra
India.

Confidential

Dear Krishna Rajgopal Karwa,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappgemini Technology Services India Limited ('Cappgemini' or 'Company') starting from 03/08/2022 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Analyst/A4.
- B) You will be required to work at the Company's offices in Pune.
- C) You have to report by 8:30 am at Pune office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

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

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

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

Analyst

Rs. 300,002.00

Total Cost to Company (CTC).

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.3,679.00	Rs.44,148.00
Advance Statutory Bonus **	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.21,828.00	Rs.261,936.00
Employee's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		Rs.7,802.00
Medical, Accident & Life Insurance Premium		Rs. 300,002.00
Total Cost to Company		

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
3. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
4. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

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

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

NOTE:

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

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

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

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

G.) Probationary Period:

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

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

...verification process. As a part of this process all the personal and professional information provided by you is verified, therefore you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

...Experience & Employment(s) Credentials. Capgemini will not take any individual approval for the same. (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

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

- Fill the standard application form by clicking the New Employee Wizard link (received from SuccessFactors Onboarding <auto.noreply@capgemini.com>). (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.
- Highest Educational Degree Certificate and Final year Mark sheet**.
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for 5 years of employment or past 2 employers whichever is higher.

Form 16 - Part A only.

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

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

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

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

Court Verification Forms

- Court Record form

Note:

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

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

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

Important points to note:

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

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

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

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

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

Best Regards,
Team HR

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Aishwarya Chambers, 3rd Floor, A-8, Rukminipuri Colony, A. S.
Rao Nagar, As Rao Nagar, Hyderabad-500062

Offer of Employment

Dear,
KHUSHAL GANPAT KAMDI,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "**Analyst**" in "**Aster Dependable services**". The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **April 18, 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical check-up in our prescribed medical centre.

The formal Appointment Letter will be issued to you upon your joining the services of the Company.

As a token of your acceptance of the above, please sign and return the duplicate copy of this letter.

Thanking you,

Yours sincerely,

A handwritten signature in black ink, appearing to read "Pranjali Mehta", is written over a light pink rectangular background.

Pranjali Mehta

HR Manager

Aster Dependable Services



Date : 29/11/2021

Offer of Employment

To,

Aakanksha Jagtap

Survey No 23, Plot NO 4 Righad, Satara 402303

Dear Aakanksha,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Sales Executive in Ultra Precision Industries**. The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **Dec 3rd 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical checkup in our prescribed medical center.

The annual starting salary for this position is 300000 to be paid and which is starting on 1st December 2021.

Your employment with **Ultra Precision Industries** will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.



ULTRA PRECISION INDUSTRIES

(AN ISO 9001 : 2015 CERTIFIED CO.)

Please confirm your acceptance of this offer by signing and returning this letter by 29th November 2021.

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

Regards,



**For Ultra Precision Industries,
Business HEAD**

Ultra Precision Industries

Plant -1 : S-117 / 1, Vikas Nagar, Near Vishwavilas Bharat Gas, MIDC, Bhosari, Pune - 411026
Maharashtra, India. Mob.no: 9921707097



PRIVATE AND CONFIDENTIAL

Date: 22-Feb-2022

ABHIJIT GANESH GIRIGOSAVI

Lane no 10 sr. No. 38 flat no. 103 nishigandh building, sai colony kalepadal hadapsar, Pune

, Maharashtra Pin Code: 411028

Pune 411028

India

EMPLOYMENT AGREEMENT

Dear ,

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** to the position of **Executives** at Band **A1** , on the terms and conditions set out herein after:

1. EMPLOYMENT

1.1 Your effective date of joining shall be no later than : **28-Feb-2022**

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, interests and/or positions on such terms & conditions as Company may prescribe in its sole discretion. In case Company do not accept or provide consent to any such directorships, interests and/or positions, you hereby agree to withdraw from any such directorships, interests and/or positions immediately and without any demur or protest.

(v) If you breach, fail to fulfill or comply with any of the aforesaid conditions, this offer shall stand revoked automatically without any further reference or notice to you (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment will automatically terminate without giving you any claim for compensation or damages, but without prejudice to the Company's rights and / or remedies against you.

1.4 Probation:

(i) You will be on probation* for a period of **180 Days** from the date of joining which can be extended by the company at its sole discretion in case your performance does not meet requisite standards or for any other reason as deemed fit or proper by the company. At the end of the probation period your services with the company would be deemed confirmed unless specifically extended by the company in writing, within the said period of **180 Days**

*No probation period for Band D and above

(ii) During the period of probation including during the extended period of probation, if any, your services are liable to be terminated by either party at any time without cause with **14** days written notice or paying to the other party, in advance or simultaneously with letter, salary in lieu of such notice or salary for such period by which the notice period falls short of. However, if the exigencies of work, business or client commitments so requires; or if you are handling any sensitive, critical, confidential or time bound assignment / project / work; or if you want to leave in the middle of work, without serving your full notice period, wherein your presence, involvement or participation is required or is deemed necessary by the Management; or if any work is pending at your end; or if Management does not find suitable replacement or substitute in your place; or if satisfactory, full and proper hand-over and/or knowledge transfer is not given by you to the satisfaction of the Management; or if your not serving full notice period may have adverse impact on the business, client or work commitments or on your team, the Company may decline to relieve you earlier than the expiry of the entire period of notice. Your exit formalities will be initiated, and your relieving and experience letters will be issued subject, inter alia, to your fulfilling the aforesaid requirements. For removal of all doubts, it is hereby clarified that the term salary for the purposes of notice or notice period shall mean gross salary, which shall include basic salary, all the allowances, benefits and perquisites

as per Appendix 1.

(iii) In case, during your notice period, you abruptly stop reporting to duties or if you abscond from duties or absent unauthorizedly or absent without authorization without prior information to, and prior permission from, the Management, the Management shall mark you as 'absenting unauthorizedly' / 'unscheduled off' and you shall not be entitled to any salary / wages for aforesaid period. In aforesaid situation, Company shall not be under any obligation to issue your relieving and experience letters. The term 'unscheduled off' shall mean 'absenting unauthorizedly' or 'unauthorized absence'.

(iv) Further, on your giving the notice of resignation, the Company may at its sole discretion relieve you from such date, as it may deem fit, even before the expiry of notice period, by paying salary in lieu of notice period, based on the business needs of the Company which may include without limitation client requirements or any security reasons or any productivity issues or your presence on Company premises including without limitation on the production / operation floor bringing in any negative impact on the working environment. The Company may take appropriate decision on such or similar situation. Alternatively, Company may instruct you to proceed on garden leaves with salary during the period of your notice.

(v) Company shall recognize and accept the resignation tendered via official Company email (for removal of all doubts, it is hereby clarified that you are not, and shall not be, entitled / authorized / permitted to use client email for sending your resignation) or hard-copy resignation only. Therefore, any resignation submitted or informed via personal email, verbally, via sms, via telephone, via social media, or any other mode whatsoever shall not be recognized or taken notice of by the Company and same shall thus be not binding upon the Company.

(vi) Waiver of notice period is at the sole discretion of the Company. If Company exercises such discretion then notice period shall be waived of by the Company in writing only therefore any verbal assurance given by, or discussion with, supervisor, manager, Human Resources team, etc. would not be binding upon the Company or its management.

(vii) You having received at least one (1) dose of a COVID-19 vaccine, which has received at least emergency use authorization from the Government of India.

2. Place of posting

2.1 Your initial place of posting shall be at **Pune** . However, your services are transferable to any other another place either in existence now or which would come into existence henceforth. You may be transferred within India or outside India to serve the Company or any of Company affiliates. You may be transferred to any of Company's or its affiliates existing offices or locations anywhere or to any of the future offices or locations which may come into existence or may get acquired henceforth / any-time in future. It is a condition to your employment that you comply with any such requirements of the Company. The transfer will not deem to constitute a change in your conditions of service. The Company will not be responsible for any of your acts leading to any action against you as per the law of the country or state you have been deputed or transferred to.

2.2 You may however also be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other company associated to the Company or to Company's clients' or clients' customers offices whether in India or abroad.

2.3 Your place of work shall change in case of any relocation of the Company's offices, for which you shall not be entitled to any additional compensation.

2.4 Actual work timings and shifts may vary from time to time based on business and client / client's customer service requirements. The Company reserves the right to change the working hours at any time and employee will be advised of the changes in advance. An employee is expected to work in any shift including in night shift as may be assigned to him/her by the Management.

3. Performance of duties

3.1 You shall be assigned with all the duties and responsibilities of the **Executives** at Band **A1** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

3.2 You shall, at all times, be required to carry out the duties and responsibilities assigned to you by the Company, faithfully and diligently and in compliance with the established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.

3.3 You have represented, stated, affirmed, declared and/or accepted, and/or you hereby represent, state, affirm, declare and/or accept that you presently are not in any kind or form of dual employment whatsoever and/or there is no impediment whatsoever including without limitation legal or contractual that prevents, stops, debars or disentitle you from accepting this offer or joining the Company's employment, and you hereby unconditionally agree, promise, guarantee and/or consent that you shall, without demur, fully indemnify the Company and its management, directors, managing director, principal officer, officers, employees, representatives, advisors, assigns and successors (here-in-after collectively and/or severally referred to as the "Indemnified") and you shall, perpetually and irrevocably, keep the Indemnified fully defended, saved, harmless and indemnified from or against any or every losses, liabilities, damages, claims, demands, settlements, charges, fees, amounts, expenses and/or costs (here-in-after collectively and/or severally referred to as the "Losses") including without limitation as may be suffered, sustained, incurred or paid by, or alleged, levied or adjudicated against, or demanded or claimed from, the Indemnified. Without prejudice to afore-said, this offer is made on the clear understanding that your employment is on whole-time basis and that you shall not undertake, do, involve or engage in and/or accept any other part-time or full-time work, job, employment or any independent assignments, without the prior authorized, unambiguous and specific written consent of the Company. You shall not, during the term of your employment engage directly or indirectly, whether part-time or full time, whether for profit / commercial interest or otherwise, in any other employment, business, occupation, profession, vocation or activity, whether as a principal, agent, servant, employee or otherwise, which whether or not be detrimental, whether directly or indirectly, to the Company's interests. Any engagement by you as aforesaid shall be construed as dual employment and you shall be liable to face strict disciplinary action for the same, which may go up to termination of your employment without any compensation or damages to you. Further, Company, without prejudice to its rights and/or remedies, reserves the right to seek injunctive relief against you and you hereby unconditionally agree, promise, guarantee and/or consent that you shall, without demur, fully indemnify the Indemnified and you shall, perpetually and irrevocably, keep the Indemnified fully defended, saved, harmless and indemnified from or against any or every Losses including without limitation as may be suffered, sustained, incurred or paid by, or alleged, levied or adjudicated against, or demanded or claimed from, the Indemnified. Notwithstanding anything contrary contained here-in and/or without prejudice to afore-said, the Company reserves the right to claim from you the Losses or any deficit including by way of deductions from your salary, emoluments or remuneration including full & final settlement and/or as per the process of law and you hereby unconditionally authorize the Company to do so without any or further notice or reference to you.

3.4 You shall use the office of the Company only for rendering such services for which you have been appointed.

3.5 You are expected to attend office, except when traveling on business, during the working hours/shifts as may be

decided by the Company. The Company practices a 48-hour work/week for all staff and management employees. You may be called upon to work in any of the shifts depending on the business and customer service requirements. Actual work timings and shifts may vary from time to time based on business and customer service requirements. By accepting this offer, you hereby agree to work in any shift including in night shift as may be assigned to you by the management. In case you, for the reasons attributable to you, work for less than 8 / 9 hours a day (as the case may be depending upon your location of work), it would be treated as absence from duty and your wages / salary shall be deducted accordingly.

3.6 You shall first apply for leave and get it sanctioned from your supervisor before proceeding on leave. Any leave taken by you otherwise shall not be taken cognizance of and your supervisor shall be entitled to mark you as 'absenting unauthorizedly'/'on unscheduled off'. Any sick leave of over three days' has to be supported with medical certificate, fitness certificate and other medical documents including prescriptions, medicine bills, reports and records to support your sickness and treatment. Any emergency leave shall be informed by you personally to your supervisor over a phone (not via sms) at least six hours before your shift time otherwise you would be marked as 'unauthorized absence'/'or unscheduled off'.

3.7 The employees shall be entitled to their monthly emoluments only if they give the normal production/output and perform work according to their scheduled working hours. In case, therefore, the employees resort to go-slow and/or intermittent stoppage of work, or slow-down or work-to-rule, or absent from duty, which shall include employee's absence from the place or places where, by the terms of his/her employment or Company's instructions, he or she is required to work (the employee shall be deemed to be absent from the place where he/she is required to work if, although present in such place, he/she refuses, defaults, omits or neglects to carry out his/her work), or the like, such employees shall be entitled to receive wages/salary only in proportion to the production/output given by them / hours during which they have actually performed normal work. This is without prejudice to the right of the management to effect penal deduction of wages/salary under applicable law or this Employee Handbook.

3.8 You shall use client provided / allotted e-mail for rendering services to client only or strictly for client related official work only. Such e-mail shall not be used by you for any other purpose including without limitation for applying for leave, for tendering your resignation, for raising any grievance, etc. Further, you shall not communicate with the client or with client customers' directly via any mode or medium whatsoever unless prior written specific authority is provided to you by the Management.

4. Background Verification

The Company will get employee's background verified either internally or through any external agency engaged by the Company. By accepting the employment offer, employee agrees that he/she has no objection, , to any such background verification and grants the Company the authority and power to do so including to get background verification / checks conducted without any further reference or notice to employee 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 employee and/or without further or additional consent from an employee.

5. External Interests

Every employee shall fully and truly disclose on his/her own behalf and, if married, on his/her 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, interests and/or positions on such terms & conditions as Company may prescribe in its sole discretion. In case Company do not accept or provide consent to any such directorships, interests and/or positions, employee shall withdraw from any such directorships, interests and/or positions immediately and without any demur or protest.

6. Compensation

6.1 As compensation for services to be rendered, you shall be paid a Basic Salary of Rs. **1,79,077** per annum. The salary shall be payable on monthly basis in arrears on or about the last working day of each calendar month but before expiry of the 7th day of the succeeding calendar month. Other allowances and benefits payable shall be as detailed in Appendix 1 hereto.

6.2 The payment of all compensation shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

6.3 The compensation paid to you has taken into consideration the status and responsibilities of the appointment and as such, you will not be entitled to any other payment by way of any other allowances.

6.4 By accepting this offer you authorize the Company to deduct from your remuneration including on termination of employment (including from salary, salary in lieu of notice, holiday pay, allowances, discretionary bonus (if any), etc.) all debts owed by you to the Company or any of its group or affiliate companies or any fine or recovery imposed by the Company including pursuant to the Company's disciplinary procedure or to deduct any amount for absence from duty or for notice period not served by you or for damage to or loss of goods or Company assets or for recovery of advances or loans, etc.

6.5 As per the current policy of the company, you will be eligible for a target performance bonus above your Fixed CTC, consistent with the targets and other criteria of the Company's corporate bonus policy. The bonus is payable only if you are employed by the Company on the date of the bonus payment and have not given notice of resignation prior to the said payout date. This policy is subject to change at the discretion of Management. Taxes as applicable shall be deducted. (*Not Applicable for employee who are on another incentive plan)

Bonus payments are subject to approval of the Company's board of directors (the "Board") and bonuses generally are reviewed, approved and paid during the March/April timeframe of each year as determined by the Board in its sole discretion

7. Confidentiality

7.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, employee relations, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company or to Company employees, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold

such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or the benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality and Non Compete Agreement' in the form annexed to this letter.

7.2 You undertake not to make copies or duplicates of any Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

7.3 You shall keep strictly confidential, details of your salary and employment benefits within and outside the Company.

7.4 You agree and confirm that the terms and conditions of this Clause 5 shall survive the termination or discontinuation of your services with the Company.

8. Intellectual property rights

You shall be required to disclose promptly, completely and in writing to the Company any discovery, invention, methodology or improvements made thereto, process, software applications or products, conceived, developed or discovered by you, either individually or jointly with others, during your employment ("Inventions") and such Inventions whether or not patent applications are filed thereon shall at all time belong absolutely to and be the sole and absolute property of the Company. You agree to treat such Inventions as Company proprietary and confidential and to use such Inventions solely for the benefit of the Company. You agree to assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the Inventions, information, materials, products and deliverables developed during the performance of services to the Company. You agree that all the work performed by you and all Inventions, information, materials, products and deliverables developed by you while in the employment of the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. All such Inventions, information, materials, products and deliverables shall be deemed to be "works made for hire" under the United States Copyright Laws or applicable Indian laws (or any other applicable law). If and when required by the Company, you shall at the Company's expense take out or apply for letters patent, licenses or other rights, privileges or protection, as may be directed by the Company in respect of such Inventions, so that the benefit thereof accrues to the Company. You shall execute and do all instruments, acts, deeds and other things, which may be required by the Company for assigning, licensing any Inventions made during the employment, which shall vest with the Company including the name and all benefits arising in respect thereof.

Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the Inventions, information, materials, products or deliverables developed by you during the performance of your services as an employee of the Company.

9. Disciplinary action procedure

Any breach of the Company's Code of Conduct, policies, etc., or any act of omission or commission constituting misconduct, or failure to attain or maintain a satisfactory work standard, by any employee will be regarded as a disciplinary or capability matter. The procedure for such misconducts, matters or offences including major misconduct shall be as set out under the Code of Conduct and/or Progressive Disciplinary Policy. If you are accused of misconduct, you shall be liable to be suspended from service pending or in contemplation of enquiry. During suspension, you shall be entitled only to a subsistence allowance at the rate described in the attached Appendix - 2, forming an integral part & parcel of this

employment agreement. The rate of subsistence allowance, as described in Appendix - 2, is as per the prevailing statutory regulations and is subject to change in terms of any statutory amendment thereto. Accordingly, the rate of subsistence allowance as per prevailing regulations, applicable from time to time, shall apply. If you are found guilty of any charge of misconduct, you shall be deemed to be absent during the suspension period and not be entitled to any compensation, remuneration or other amount except the subsistence allowance paid / payable. In the enquiry, you may bring only a co-employee (who is not accused of similar charges) to represent or assist you. In no case would you be entitled to bring any outsider who is not employed with the Company, to represent or assist you at such enquiry.

10. Code of Conduct

You shall abide and be bound by the Company's Code of Conduct, and the Code of Conduct will form a part of this employment agreement. The Code of Conduct may be changed at any time at the discretion of the Company and the changed Code of Conduct shall thereupon bind you. You will also carry out and abide by any instruction, policy issued by the Company from time to time.

11. Lay off, termination of employment and retirement

11.1 The Company may, in the event of shortage of orders, finance, stores, power, etc., or, breakdown of machinery, equipment, communication or network systems, etc., or any serious technical issues, or any restrictions or the like placed by the Government or any statutory authority or the like, or seasonal variations or adverse climatic conditions or the like, or fire, catastrophe, civil commotion, epidemics, natural calamity, disaster, strike or slowing down of work on the part of employees, or any other sufficient cause of any nature whatsoever, temporarily stop work in any department / unit of the establishment or part thereof and lay-off any employee or employees concerned (including you), continuously or intermittently, for such period(s) as deemed necessary by the Management Company.

During any period or periods of lay-off, you shall not be entitled to any wages or compensation except compensation under any applicable law; provided that, in case of lay-off for more than 45 days during any period of twelve months, no lay-off compensation, in any case, shall be payable to any employee after the expiry of the first 45 days of lay-off, whether continuous or intermittent, which you are hereby deemed to have specifically agreed to by accepting the offer of appointment and remaining in the service of the Company.

11.2 (A) After completion of the Probationary period, either the Company or you may at any time terminate this agreement without cause by giving in writing to the other party 45 days notice or paying to the other party, in advance or simultaneously with letter, salary in lieu of such notice or salary for such period by which the notice period falls short of. However, if the exigencies of work, business or client commitments so requires; or if you are handling any sensitive, critical, confidential or time bound assignment / project / work; or if you want to leave in the middle of work, without serving your full notice period, wherein your presence, involvement or participation is required or is deemed necessary by the Management; or if any work is pending at your end; or if Management does not find suitable replacement or substitute in your place; or if satisfactory, full and proper hand-over / knowledge transfer is not given by you to the satisfaction of the Management; or if your not serving full notice period may have adverse impact on the business, client commitments or on your team, the Company may decline to relieve you earlier than the expiry of the entire period of notice, and withhold your relieving and experience letters. Your exit formalities will be initiated, and your relieving and experience letters will be issued subject, inter alia, to your fulfilling the aforesaid requirements. For removal of all doubts, it is hereby clarified that the term salary for the purposes of notice or notice period shall mean gross salary, which shall include basic salary, all the allowances, benefits and perquisites as per Appendix 1.

(B) In case you, during your notice period, abruptly stop reporting to duties or if you abscond from duties or absent unauthorizedly or absent without authorization without prior information to, and prior permission from, the Management, the Management shall mark you as 'absenting unauthorizedly' / 'unscheduled off' and you shall not be entitled to any salary / wages for aforesaid period. In aforesaid situation, Company shall not be under any obligation to issue your relieving and experience letters. The term 'unscheduled off' shall mean 'absenting unauthorizedly' or 'unauthorized absence'.

(C) Further, on your giving the notice of resignation, the Company may at its sole discretion relieve you from such date, as it may deem fit, even before the expiry of notice period, by paying salary in lieu of notice period, based on the business needs of the Company which may include without limitation client requirements or any security reasons or any productivity issues or your presence on the Company premises including without limitation on production / operation floor bringing in any negative impact on the working environment. The Company may take appropriate decision on such or similar situation. Alternatively, Company may instruct you to proceed on garden leaves with salary during the period of your notice.

(D) Company shall recognize and accept the resignation tendered via official Company email (for removal of all doubts it is hereby clarified that you are not, and shall not be, entitled / authorized / permitted to use client email for sending your resignation) or hard-copy resignation only. Therefore, any resignation submitted or informed via personal email, verbally, via sms, via telephone, via social media or any other mode whatsoever shall not be recognized or taken notice of by the Company and same shall thus be not binding upon the Company.

(E) Waiver of notice period is at the sole discretion of the Company. If Company exercises its discretion then waiver of notice period shall be in writing only therefore any verbal assurance by, or discussion with, supervisor, manager, Human Resources team, etc. would not be binding upon the Company or its management.

(F) After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

11.3 Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing Confidential Information or relating to the business or proposed business of the Company. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents / property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

11.4 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in paragraph 3.1 above, or to carry out no duties, and to instruct you not to communicate with clients, client's customers, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period. You shall not be entitled to engage in any other employment, work or business during the notice period. You shall not be entitled to take any leave (unless applied for and permitted in writing, and sanctioned, by the management and on such terms & conditions as may be prescribed by the management) during the notice period. Any leave sanctioned by the management shall result in extending your notice period by number of days you had taken the sanctioned leave.

11.5 You shall retire on your 60th birthday or the last day before that, if your birthday does not fall on a working day.



11.6 In addition to all the rights of the Company provided for in this employment agreement and under law, the Company may terminate your employment forthwith in any of the following circumstances:

- (i) Breach by you of any of the terms of this employment agreement;
- (ii) Breach of any clauses of the Company's Code of Conduct as referenced in clause 8 hereinabove;
- (iii) Unauthorized absence beyond a period of 5 (five) consecutive days;
- (iv) Inability to perform your duties beyond a period of (30) days, whether on medical grounds or on any other grounds;
- (v) Physical or mental incapacitation to perform your duties;
- (vi) Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- (vii) Commission of any act detrimental to the interests of the Company;
- (viii) Commission of any act of moral turpitude;
- (ix) Major misconduct;
- (x) Commission of an act of insolvency;
- (xi) Conviction in any court of law for the commission of any crime; or
- (xii) Your performance is continuously measured as below expectation for a period of two months, despite due training.
- (xiii) Either refusing to appear for a drug test as per company policy or failing to clear the drug test.
- (xiv) Breach of Information Security Guidelines

Every EXL employee must be aware of their individual responsibility to maintain compliance with Information Security, Cyber Security and Data Privacy policies and undergo periodic trainings and awareness in this area. All employees must refer to to understand the Company's requirements with respect to the collection, storage, use, transmission and disposal of information in electronic, voice or tangible written forms. The policy also details out guidelines for laptop users, access control, Email access, password management, Blackberry and PDA usage and maintaining clean desk. All the employees of EXL are required to fully comply with the aforesaid policy.

It is mandatory for all employees of EXL across levels to complete the Information Security Training within prescribed timelines (for details refer to ISG policy guidelines)

Not with standing anything contained in clause 11.6, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 11.6 hereinabove.

12 Job Abandonment

If you, abscond from duties, or remain unauthorizedly absent or absent without authorization, or abruptly stop reporting to

duties, or absent unauthorizedly without prior information to, and prior permission from, the Management, or remain absent without leave, or over-stay beyond your approved leave, for sixteen (16) consecutive days', it will be deemed that you have voluntarily resigned from the services of the Company or relinquished your employment and in such an event your name shall automatically stand removed from the rolls of the Company. The Company in such a case shall not be under any obligation to issue your relieving and experience letters. Company shall further be entitled to recover salary in lieu of notice not served by you from your salary, allowances and full & final payment and you hereby authorize the Company to do so without any notice or reference to you or without any further consent from you. You also agree that Company shall not be under any obligation to prove your intent as described here-in and it shall be deemed that you have no intention to resume duties.

13. Others

13.1 You will be bound by the Code of Conduct of the Company and all other rules, regulations, instructions, policies and orders issued by the Company from time to time, in relation to your conduct, discipline and service conditions such as leave, medical, retirement, etc. as if these Code of Conduct, rules, regulations, instruction, policies etc. were part of this employment agreement.

13.2 You shall immediately inform the Company in writing about any change in your residential address. In case of any delay, negligence, failure or default on your part to do so, any communication, letter, notice, etc. addressed at your last known address available in Company records shall be deemed to be effective and valid communication to you and you shall be estopped from disputing or challenging the same.

13.3 You represent that you have no interest or obligation that is inconsistent or in conflict with the terms contained herein. You agree to notify the Company immediately if any such interest or obligation arises. You also represent that you will not bring with you or disclose to the Company, or use in the performance of your responsibilities at the Company, any confidential information not generally available to the public of a former employer or any other party, unless you have obtained prior authorized written & specific authorization for its possession and use.

13.4 You also agree that, during your employment with the Company, you shall abide by any confidentiality obligations you may owe to any former employer or other party. You also agree and represent that you are not bound by any valid agreement or obligation of non-competition or non-solicitation to any or former employers or other parties.

13.5 If any information furnished by you to the Company is found not to be true or is found to be false, misleading or inaccurate, or if you are found to have suppressed or concealed any material information / fact, or if you have misrepresented anything, the Company shall be entitled to terminate your employment without notice and/or without compensation or damages to you.

13.6 You agree that if you breach any of your obligations inter alia pertaining to notice period, confidentiality, intellectual property rights, Inventions, non-compete or non-solicitation, the Company shall be entitled to seek equitable and injunctive relief against, and damages from, you, and notwithstanding anything contrary contained here-in this offer or in any of annexures, appendix, schedules, etc. appended to, or forming part & parcel of, this offer, you shall indemnify the Company for any and all the losses, liabilities, damages, costs or expenses suffered, sustained, incurred or paid by, or claimed / demanded from, or alleged, threatened, assessed / judged against, the Company including without limitation attorney fees and litigation costs. The provisions of this employment agreement shall be construed and governed in accordance with the laws of India.

14. Notification to New Employer

In the event that you leave the employment of the Company, you hereby consent to the notification to your new employer of your duties and obligations hereunder with respect inter alia to confidentiality, intellectual property rights, Inventions, your notice period, your non-compete and non-solicitation obligations.

15. Proprietary Rights: You shall agree that the proprietary rights in any or all inventions, designs, applications, or work systems which you have made or developed, wholly or partially, during your employment with the Company, shall be the exclusive property of the Company.

16. Travel for Work: From time to time you will need to travel within India and abroad. You will need to maintain all required papers (passport, VISAs) to ensure ability to travel at short notice. While your base will remain the EXL Service.com (India) Private Limited region, the Company may request you to spend extended periods of time in other locations including the office of Company's parent company in New Jersey, USA.

17. Invention Assignment, Confidentiality and Non-Compete Agreement: Additionally you are also required to sign the Company's standard employee proprietary information agreement relating to confidential information and the assignment of proprietary developments to the Company. Your refusal and/or failure to sign the aforesaid agreement shall be sufficient cause for the Company to terminate your service forthwith without notice and compensation to you.

A copy of the agreement is attached for your signature as Appendix III (as applicable).

Kindly sign and return the duplicate copy of this employment agreement, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of the letter.

Please note that by signing this offer letter / agreement, you have agreed to accept the employment with the Company on the terms and conditions set out hereinabove. Upon your signature and return to us, this offer letter will be treated as an employment agreement and the terms and conditions of this employment agreement shall govern your employment with the Company.

This offer shall automatically stand revoked in the event of your not joining the Company on or before the date mentioned in this employment offer letter / employment agreement.

It is a pleasure to welcome you as a member of exl Service.com (India) Private Limited

We are confident that your employment with the Company will prove mutually beneficial & rewarding, and we look forward to having you join us.

Yours truly,

For **EXL Service.com (India) Private Limited**



Parul Kataria

Vice President 2

I accept the offer on, and agree & consent to and accept, the terms and conditions as described in this letter.

Agreed and accepted, and consented to, by me.

ABHIJIT GIRIGOSAVI

Dated: 28-Feb-2022

Permanent Address:

Lane no 10 sr. No. 38 flat no. 103 nishigandh building, sai colony kalepadal hadapsar, Pune

, Maharashtra Pin Code: 411028

Pune 411028

Compensation & Benefits

You may be covered under the Employees' State Insurance Act, 1948 (ESI Act), if applicable. The requisite amount as per provisions of, and as prescribed in, the ESI Act towards employee's contribution would be deducted from your compensation. You shall be entitled to ESI benefits in accordance with the applicable statutory requirements.

You shall be provided with superannuation benefits of Employees' Provident Fund and Gratuity in accordance with the applicable statutory requirements.

You shall be covered under, a comprehensive medical insurance coverage (under Mediclaim Policy) for self, spouse and dependent children, not exceeding 3 dependents in total, and the personal accident insurance coverage for self only, as per the Company policy.

You shall be entitled to other allowances and benefits, as applicable as per Company's Policies. Details of other

allowances and benefits are attached hereto as Appendix 3 (amended from time to time)

You may receive an amount towards annual discretionary bonus based entirely on the management's assessment of your performance, your team's performance and Company's overall performance during the previous calendar year (January to December). This bonus is payable at absolute sole discretion of the management of the Company and will be subject to deduction of tax at source, as applicable. Decision of the management in this regard shall be final and binding upon you, therefore, you cannot claim it as your contractual or legal right. Your entitlement, if any, for discretionary bonus shall be subject to inter alia –

All bands in support functions and in Operation Management excluding all employees eligible for Payment for Performance

Your name appearing on the pay-rolls of the Company on the payout date of discretionary bonus;

You have not given notice of resignation, or are not absenting unauthorizedly, or have not abandoned your job, or no disciplinary proceedings are initiated / contemplated against you, or you have not initiated your resignation discussions with the management, or you are not on approved sabbatical leave, or you have not initiated your sabbatical leave discussions, prior to or on the payout date of discretionary bonus;

You are not serving, or you are not required to serve, a notice period on the date of payment of said discretionary bonus; and

You are not otherwise disentitled or ineligible in any manner whatsoever to get the discretionary bonus amount.

If any of the aforesaid conditions are not met then any letter issued to you for payment of discretionary bonus prior to actual payment date shall automatically become null & void without any notice and compensation or damages to you and Company shall not be under any obligation to act on, or honour the, same.

Notes:

The cost to the Company for the above mentioned benefits will be limited to the amount mentioned hereinabove or as provided in applicable policies or as may be determined by the management in its absolute sole discretion from time to time. If any of the above-mentioned benefits becomes chargeable to tax because of any reason whatsoever, it is hereby clarified that it would be your responsibility to pay the taxes, if any. The Company will, in no case, be responsible to bear any of your tax liability.

Benefits provided to you under any applicable schemes will be governed by the Company's rules and regulations framed in this regard. It is the absolute discretion of the management to decide whether any such particular benefit

will be provided to you or not.

Allowances (as applicable)

You may get paid following allowances as per the following specifications and annualized limits.

***Telephone Allowance**, which includes telephone(s) installed at your residence, up to a maximum limit as applicable per annum. This will be paid on the submission of telephone bills and evidence of your payment of the same.

***Vehicle Running and Maintenance Allowance:** Expenses as provided in applicable policy or as per limits prescribed under the Income Tax Act, 1961 read with Income tax Rules, 1962 as amended up-to-date towards petrol / diesel / CNG and maintenance of vehicle shall be paid up to a maximum limit as applicable per annum. This will be paid on submission of bills.

****Personal Driver Allowance:** Amount up-to-maximum limit as applicable per annum.

*Applicable for Band B and above

**Applicable for Band C and above

CONFIDENTIALITY AND NON COMPETITION AGREEMENT

As a condition of my provision of services to or on behalf of exl Service.com (India) Private Limited.(hereinafter referred to "the Company"), I make the following statements with the understanding and intent that they be relied on by the Company in entering into an agreement and by the Company in extending its offer of employment. I acknowledge and understand that in providing services to and on behalf of the Company, I will have access to Confidential And Proprietary Information (as defined hereunder).

a). I understand that the term "Confidential and Proprietary Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company.

b). I agree that during the period in which I provide services to the Company:

c). I will use my best efforts and exercise the utmost diligence in keeping confidential, all Confidential and Proprietary Information, unless lawfully made available by a client or the Company concerning any client of the Company or by the Company itself which I may learn, acquire or get possession of, during the course of or by virtue of my provision of consulting services to the Company. I will use such materials and information relating to Confidential and Proprietary Information solely for the benefit of the Company and its clients and will not use such information for any other entities or persons. At the conclusion of my relationship with the Company I will return any material relating to Confidential and Proprietary Information and any copies thereof.

d). I agree not to keep at any time on my person or in my possession, except in the necessary performance of my duties, any material relating to Confidential and Proprietary Information acquired by me, whether produced by me or by employees

or agents of the Company or any client. I agree to safeguard all such Confidential and Proprietary Information materials while they are in my possession, and to surrender them and all copies, which have been made of them to the Company upon termination of my relationship with the Company.

e). I will at all times exercise discretion in discussing with others the affairs of clients, avoiding unnecessary identification of names, places, and other specifics, and I will take reasonable precautions to make sure that such discussions cannot be overheard, and electronic communications cannot be intercepted either by client's employees or outside persons.

f). I will not make any private use of Confidential and Proprietary Information that may come to my attention because of my employment with the Company, nor will I pass such Confidential and Proprietary Information on to anyone else. I understand the term "use" includes, but is not limited to, anyone's purchase or sale of securities influenced by such Confidential and Proprietary Information, access to which is directly or indirectly due to my relationship with the Company.

g). I agree to disclose and assign promptly, completely and in writing to the Company any inventions, whether or not patentable, and including but not limited to, any innovations on processes, methodologies, software applications or products which I discover, conceive and/or develop, either individually or jointly with others, during the term of my relationship with the Company ("Inventions"). I understand that all inventions which I do hereby assign are and shall become the exclusive property of the Company, whether or not patent applications are filed thereon, and I agree to treat such inventions as Company proprietary and confidential information and to use such solely for the benefit of the Company. I hereby assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the information, materials, products and deliverables developed during the performance of services to the Company. All work I perform and all information, materials, products and deliverables developed by me in acting as a consultant to the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. All such information, materials, products and deliverables shall be deemed to be "works made for hire" under the United States Copyright Laws. Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the information, materials, products or deliverables that I developed during the performance of services as a consultant to the Company. I agree to provide all necessary assistance required to perfect such assignment of rights defined in this provision.

h). I will not for a period of two year after the termination of this agreement, whether voluntarily or involuntarily (a) directly or indirectly solicit to provide or provide, without the prior written consent of the Company, any professional services such as those provided by the Company for anyone who is a client of the Company anytime during the twelve months prior to my leaving the Firm and for whom I provided any service as an employee of the Company during the five years prior to my leaving or (b) directly or indirectly, without the prior written consent of the Company, solicit for employment with myself or any Company or entity with which I am associated, any employee of the Company or otherwise disrupt, impair, damage, or interfere with the Company's relationship with its employees. The non-compete provisions of this paragraph will not apply to a client of the Company for whom I performed services or with whom I had significant professional contact prior to joining the Company and which list of clients I have disclosed to the Company prior to my joining.

i). If I am directed by any governmental agency or judicial forum or asked to testify concerning any matter learned in the course of services provided to or on behalf of the Company, I will immediately notify the Company before making any disclosures.

j). I further agree that in the event of termination of this agreement, or my employment with the Company, whether of my own volition or otherwise, for a period of two (2) year thereafter, I shall not directly or indirectly, provide any services to or

take up employment with any of the existing customers of the Company.

k). That in the event I am found to be in breach of this agreement, or my employment agreement with the Company, I shall be liable to pay to the Company a sum equivalent to the remuneration / compensation received by me, from the Company, in the last three months immediately preceding the termination. This will in no way effect the other rights which the Company may have against me, especially the right to obtain injunctive relief against, and damages and indemnification from, me.

ABHIJIT GIRIGOSAVI

Appendix 1

Name :

ABHIJIT GIRIGOSAVI

DOJ : 28-Feb-2022

Designation: Executives

Band : A1

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed	14923	179078
Basic	14923	179077
Retirals	2992	35922
Provident Fund	1790	21489
Gratuity	717	8613
Employers ESIC	485	5820
Derived	0	0
Total Fixed Salary	17916	215000
Total CTC	17915	215000

** You may receive an amount towards annual discretionary bonus as per the Company's performance bonus policy, based entirely on the management's assessment of your performance, your team's performance and Company's overall performance during the previous calendar year (January to December). This bonus is payable at absolute sole discretion of the management of the Company and will be subject to deduction of tax at source, as applicable. Decision of the management in this regard shall be final and binding upon you, therefore, you cannot claim it as your contractual or legal right. Your entitlement, if any, for discretionary bonus shall be subject to inter alia –

a) all bands in support functions and in Operation Management excluding all employees eligible for Payment for



Performance

- b) your name appearing on the pay-rolls of the Company on the payout date of discretionary bonus;
- c) you have not given notice of resignation, or are not absenting unauthorizedly, or have not abandoned your job, or no disciplinary proceedings are initiated / contemplated against you, or you have not initiated your resignation discussions with the management, or you are not on approved sabbatical leave, or you have not initiated your sabbatical leave discussions, prior to or on the payout date of discretionary bonus;
- d) you are not serving, or you are not required to serve, a notice period on the date of payment of said discretionary bonus;
- e) you are not otherwise disentitled or ineligible in any manner whatsoever to get the discretionary bonus amount.

If any of the aforesaid conditions are not met then any letter issued to you for payment of discretionary bonus prior to actual payment date shall automatically become null & void without any notice and compensation or damages to you and Company shall not be under any obligation to act on, or honour the, same.

1. Group Medical insurance coverage for self and dependents (Spouse and 2 children) and Group Personal Accidental coverage for self.
2. You shall be provided with benefits of Gratuity in accordance with applicable provisions of the Payment of Gratuity Act, 1972 as amended up-to-date

Appendix - 2

The below rate of subsistence allowance is as per the prevailing statutory regulations and is subject to change in terms of any statutory amendment thereto. Accordingly, the rate of subsistence allowance as per prevailing regulations, applicable from time to time, shall apply.

Rate of subsistence allowance: Reference para 7 of the employment agreement –

If you are suspended, and enquiry is initiated, in

A. Noida [Gautam Budh Nagar] (State of Uttar Pradesh) or Gurugram [Formerly: Gurgaon] (State of Haryana) locations:

Subsistence allowance shall be at the rate of 50% (fifty per cent) of your average monthly salary over a period of three months immediately preceding your suspension. Provided that, you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

B. Pune or Mumbai (State of Maharashtra) location:

- (i) For the first ninety days of the suspension period, subsistence allowance to be paid per month shall be equal to one half of basic salary and other compensatory allowances to which you would have been entitled if you were on leave with wages.
- (ii) If the enquiry gets prolonged and you continue to be under suspension for a period exceeding ninety days, the subsistence allowance to be paid per month for a further period of ninety days shall be equal to three-fourths of basic salary and other compensatory allowances.

(iii) If the enquiry is not completed within a period of one hundred and eighty days, you shall be paid basic salary and other compensatory allowances in full as subsistence allowance to be paid per month until such time as the enquiry is finally concluded:

Provided that, where the findings of the enquiry officer show that such enquiry is prolonged beyond a period of ninety days, or as the case may be, beyond one hundred and eighty days, for reasons directly attributable to you, the subsistence allowance to be paid per month shall for the period exceeding ninety days or, as the case may be, for one hundred and eighty days, be reduced to one-half of basic salary and other compensatory allowances:

Provided further that, you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

C. Bengaluru (State of Karnataka) location:

(i) Subsistence allowance shall be an amount equal to fifty per cent of the salary which you were drawing immediately before your suspension, for the first ninety days reckoned from the date of such suspension

(ii). If the period of suspension exceeds ninety days, but does not exceed one hundred and eighty days, you shall be entitled to receive, after the said period of ninety days, a subsistence allowance equal to seventy five per cent of your salary which you were drawing immediately before your suspension.

(iii). If the period of suspension exceeds one hundred and eighty days, you shall be entitled to receive, after the said period of one hundred and eighty days, a subsistence allowance equal to ninety per cent of your salary which you were drawing immediately before your suspension.

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, shall, for the period exceeding ninety days shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

D. Kochi (State of Kerala) location:

(i). Subsistence allowance shall be an amount equal to fifty per cent of your salary which you were drawing immediately before such suspension

(ii). If the period of suspension exceeds ninety days, the amount of subsistence allowance shall be increased after the expiry of ninety days to seventy-five percent of your salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

E. Jaipur (State of Rajasthan) location:

(i), Subsistence allowance, for the first ninety days of suspension, shall be an amount equal to fifty per cent of your salary which you were drawing immediately before such suspension;

(ii). If the period of suspension exceeds ninety days, the amount of subsistence allowance shall be increased after the expiry of ninety days to seventy-five percent of your salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any subsistence allowance

if you accept any other employment, during the period of your suspension.

F. Hyderabad (State of Telangana) location:

(i). Subsistence allowance, for the first six months of suspension, shall be an amount equal to fifty per cent of your wages/salary which you were drawing immediately before such suspension;

(ii). If the period of suspension exceeds six months but not one year, the amount of subsistence allowance shall be increased after the expiry of six months to seventy-five percent of your wages/salary which you were drawing immediately before such suspension:

(iii). If the period of suspension exceeds one year, the amount of subsistence allowance shall be increased after the expiry of one year to one hundred percent of your wages/salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of six months for reasons directly attributable to you, the subsistence allowance, for the period exceeding six months, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension:

Provided further that you shall not be entitled to receive any Subsistence Allowance if you accept any other employment, during the period of your suspension.

G. Chennai (State of Tamil Nadu) location:

Subsistence allowance shall be an amount equal to fifty per cent of the wages/salary which you were drawing immediately before your suspension, for the first ninety days reckoned from the date of such suspension;

If the period of suspension exceeds ninety days, the amount of subsistence allowance shall be increased after the expiry of ninety days to seventy-five percent of your wages/salary which you were drawing immediately before such suspension:

Provided that where the enquiry is prolonged beyond the period of ninety days for reasons directly attributable to you, the subsistence allowance, for the period exceeding ninety days, shall be reduced to fifty per cent of your salary, which you were drawing immediately before your suspension.



Provided further that you shall not be entitled to receive any subsistence allowance if you accept any other employment, during the period of your suspension.

Gaurav Manohar Gangawane



GOVIND MILK & MILK PRODUCTS PVT. LTD

Head office-Ganeshsheri, Pandharpur Road, Kolki, Tal. Phaltan, Dist. Satara-415523, Maharashtra, India
Phone no. 02166-221302, 7350017851, 7350017852 Fax: (+91) 02166226025

Email – contact@govindmilk.com

Offer Letter

Name: ADITYA BABASAHEB GORE

Address: Runagar Society, Flat no 301 , Bhakti Shakti, Pune

Post Code: 411035

Date: 6th May 2021

Dear Aditya,

We are pleased to confirm that **Govind Milk & Milk Products Pvt Ltd** would like to formally offer you the position of **Business Development Executive**, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Satisfactory pre-employment Additional Information questionnaire.
- c) Evidence of qualifications (original certificates).
- d) Satisfactory PVG Scheme clearance.
- e) Evidence of eligibility to work in the UK.
- f) Valid, current driving license.

[Your employment shall be subject to an initial probationary period of no. of months during which your performance and conduct will be monitored.]

On your first day, you should bring your passport (and other documentation, if necessary) and P45. Copies will be taken of these documents for our records.

Your commencing salary will be **500000 per annum**. [Your employment does not attract bonus payments.]

The other terms and conditions of employment are set out in your Terms and Conditions of Employment. The Terms and Conditions of Employment, along with this Offer Letter, will form your contract of employment.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document or the document to us as soon as possible.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

If you have any questions concerning the terms of our offer please let us know as soon as possible and we will do all we can to ensure they are answered.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely



Govind Milk & Milk Products Pvt. Ltd. Phaltan

Vijay Parte
Vijay Parte
Senior Officer

Bharat

Date 21st March 2022

**Miss. Afroze Abutalib Siddiqui,
D/O Mr. Abutalib Siddiqui,
Add:- Kasai Galli, Rahimatpur,
Satara Maharashtra, 415511**

Dear Miss. Afroze Abutalib Siddiqui,

Sub- Offer Letter

This has reference to your application for a suitable position with us.

We are pleased to offer you the position of "HR Trainee" as per the following terms-

- 1) The agreed date of joining would be 21st March 2022 and not beyond.
- 2) Your consolidated all-inclusive Annual Cost to Company would be Rs.1.32.00 (Rupees One Lakh Thirty Two Thousand Only). The same would be subject to deductions as per applicable laws and includes cost of all benefits/ bonus/employer contributions as per applicable laws. You would also be eligible for incentives as per the applicable policy, if any.
- 3) The Documents as per Annexure – A, need to submitted:-
 - a) Soft Copy - Prior to your joining
 - b) Originals along with one Xerox Copy – On date of joining.
- 4) You will be on training cum probation for a period of six months from the date of joining, which may be extended or reduced at the sole discretion of the management.
- 5) Your training will include-
 - a) Usage of Job portal/job boards.
 - b) Resume Search & Resume Formatting.
 - c) Job Postings.
 - d) Mass Mailing.
 - e) Candidate Profile Validation.
 - f) Candidate Interviewing for various skills as per mandates received from our varied customers from time to time.
- 6) You will have to service 30 days' notice period in case you resign anytime during the training cum probation period and also during the subsequent period of employment with the company. If you fail to serve the notice period, a sum equivalent to your 1 month's salary will recoverable from you.
- 7) You will be bound by our HR policies as applicable from time to time.
- 8) Your work location would be Pune.
- 9) For every day to be consider as a full working day. You will have to source min 10 suitable profiles.

We welcome you to the organization & wish you a long & successful career with us.

You are requested to send in your acceptance of this offer immediately.

Your faithfully,

For BharatHire.Com Private Limited

Shanker Pilarisetty
Director

Bharat

Received and Accepted
Miss. Afrose Siddiqui

ANNEXURE A

1. Academic qualification –(Starting from 10th Class Onwards)
 - a. Marksheet
 - b. Certificates
 - c. Degree Certificate.
2. Employment record – From all the employers
 - a. Appointment Letter.
 - b. Relieving Letter.
 - c. Experience Letter.
 - d. For current job/last job (In addition to above)
 - i. Last 3 months Salary Slip
 - ii. Bank statement with Last 3 salary credits.
3. ID and Residence Proofs
 - a. Aadhar Card
 - b. PAN Card
 - c. Passport.
 - d. Driving License.
4. 2 Photographs.
5. Cancelled cheque of the bank where you would like your salary to be credited till Salary account is opened.
6. Employee Information form duly filled.
7. Covid Certificate.



Aishwarya Chambers, 3rd Floor, A-8, Rukminipuri Colony, A. S.
Rao Nagar, As Rao Nagar, Hyderabad-500062

Offer of Employment

Dear,
AKASH VASANT PATIL,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "**Analyst**" in "**Aster Dependable services**". The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **April 18, 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical check-up in our prescribed medical centre.

The formal Appointment Letter will be issued to you upon your joining the services of the Company.

As a token of your acceptance of the above, please sign and return the duplicate copy of this letter.

Thanking you,

Yours sincerely,

Pranjali Mehta

HR Manager

Aster Dependable Services



Flat No E-1106, Wing E2, Pebbles II S. No. 270, Behind DSK
Toyota, Bavdhan PUNE Pune MH 411021

Date: 10.03.2021

AKASH BADRINATH ROTE
Hadapsar Pune 411028

Dear Akash,

We are Pleased to inform you a position of "Relationship Executive" Corazon Homes Pvt Ltd. Your total employment Cost to company will be Rs- 300000/-per annum, effective from your date of joining the company. The details are provided in the annexure.

You are required to submit a copy of relieving letter from your previous Organization (as applicable) mentioning the cause of separation on your date of joining.

Please check below details:

Probation Period -The probation period needs to be served by the candidate, after joining the job.

Confirmation Letter - Candidate will get confirm based on performance during the probation period.

Notice Period Clause – if the employee desire to leave the company, he/she need to serve notice period as per stated (2 months)

A handwritten signature in blue ink, appearing to read 'Chaitrali', with a horizontal line underneath.

Chaitrali Yuvaj Pawar

-Sr Mgr Operation Head

Name of employee

Name/Sign of provider of Appointment letter



Date : 29/11/2021

Offer of Employment

To,

Aniket Bhosale

Survey No 23, Plot NO 4 Righad, Satara 402303

Dear Aniket ,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Sales Executive in Ultra Precision Industries**. The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **Dec 3rd 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical checkup in our prescribed medical center.

The annual starting salary for this position is 300000 to be paid and which is starting on 1st December 2021.

Your employment with **Ultra Precision Industries**. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.



ULTRA PRECISION INDUSTRIES

(AN ISO 9001 : 2015 CERTIFIED CO.)

Please confirm your acceptance of this offer by signing and returning this letter by 29th November 2021.

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

Regards,



**For Ultra Precision Industries,
Business HEAD**

Ultra Precision Industries

Plant -1 : S-117 / 1, Vikas Nagar, Near Vishwavilas Bharat Gas, MIDC, Bhosari, Pune - 411026
Maharashtra, India. Mob.no: 9921707097

OFFER LETTER

Date: 15th December 2021

To: APURVA KALYANKAR

Dear APURVA

Based on your interview, we are pleased to offer you the position of Jr **Analyst** with an annual Total Fixed Salary of **INR 3.80 Lacs** (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

You will directly report to Sr. Branch Manager Branch Operations and will be located at **Pune**.
As discussed, your date of joining will be Friday, **16th December 2021** or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.

Sincerely,



Liton Saha
AVP – Human Resources & Administration

Annexure -1

Salary Components	Amount PA (in INR)
PART-A GROSS PAY	
Basic Salary	180000
HRA	72000
Personal Allowance	64008
Statutory Bonus	13728
TOTAL GROSS PAY	3,29,736
PART-B REIMBURSEMENTS	
Telephone & Internet Reimbursement	0
Book Reimbursement	0
Sodexo Food Pass	0
Leave Travel Allowance (LTA)	0
Petrol and Vehicle Maintenance Reimbursement	0
Child Study Scholarship and/or Self Professional Upgradation Reimbursement	0
Company Car for official work/purpose	0
TOTAL REIMBURSEMENTS	0
PART-C STATUTORY / RETIRALS	
Employer's Contribution to Provident Fund	21600
Gratuity	8664
ESIC	0
TOTAL STATUTORY / RETIRALS	30,264
TOTAL FIX PAY (A+B+C)	3,60,000
PART-D ON TARGET VARIABLE PAY	
On Target Variable pay (earning potential)	28,800
TOTAL ANNUAL ON TARGET COMPENSATION (OTC)	3,88,800

Note:

1. You will also be eligible for Variable Pay as per Pay Policy, if applicable.
2. You will receive salary, and all other benefits forming part of your salary subject to, and after, deduction of Tax in accordance with applicable laws.
3. You will also be eligible for Insurance benefits as per Insurance Policy, if applicable.

Annexure -2

1. Proof of Date of Birth
2. Aadhaar Card
3. PAN Card
4. 10th Class Certificate
5. 12th Class Certificate
6. Graduation Certificate
7. Professional Qualification Certificate(s)
8. Experience letters from all Companies you worked for, including current Company
9. Latest Passport size-coloured photographs (4 Nos.)





Raga's World

FILM & MUSIC

Vimal Yashwant Complex, Factory Road, Malegaon Bk.,
Tal-Baramati, Dist-Pune, Maharashtra Pin - 413115

Contact - 9822040641/7743801680

Raga's Musicals World

Malegaon, B K Baramati

Pune - 413115

Ref No :-112

Date:-23/02/2023

Experience Certificate

It is to certify that Mr. Ashay Arvind Deshpande has been working in our firm Raga's Musical World as film editor and sound recorder from Dated: - 02/03/2015 to till date. During his stay we observe him obedient, honest and dedicated to his assignments.

We hope and pray bright good speed in his future life.

RAGA'S WORLD

Proprietor For,

- * Video Editing
- * Sound Recording
- * Advertisement
- * Documentary
- * Short Films
- * Theater Films
- * Logo, Logo Animation

Raga's Musical World,

Arvind D Deshpande

HRD/1001948114/21-22

December 21, 2021

Mr. Atharv Maruti Mali,
Plot No. 298, Sect No. 10,
PCNTDA, Bhosari

Dear Athrva,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **1-Jan-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.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.



Flat No E-1106, Wing E2, Pebbles II S. No. 270, Behind DSK
Toyota, Bavdhan PUNE Pune MH 411021

Date: 10.03.2021

Atul Ravindra Phule
Hadapsar Pune 411028

Dear Atul,

We are Pleased to inform you a position of "Relationship Executive" Corazon Homes Pvt Ltd. Your total employment Cost to company will be Rs- 300000/-per annum, effective from your date of joining the company. The details are provided in the annexure.

You are required to submit a copy of relieving letter from your previous Organization (as applicable) mentioning the cause of separation on your date of joining.

Please check below details:

Probation Period -The probation period needs to be served by the candidate, after joining the job.

Confirmation Letter - Candidate will get confirm based on performance during the probation period.

Notice Period Clause – if the employee desire to leave the company, he/she need to serve notice period as per stated (2 months)

A handwritten signature in blue ink, appearing to read 'H. Phule', with a horizontal line underneath.

Atul Ravindra Phule

-Sr Mgr Operation Head

Name of employee

Name/Sign of provider of Appointment letter

OMSHREE INDUSTRIES

Plot No. 298, Sect No. 10, PCNTDA, Bhosari MIDC, Pune – 411026,

E Mail- omshree147@gmail.com

OFFER LETTER

Date: 15th December 2021

To: CHAUGULE SACHIN VASANT

Dear Sachin,

Based on your interview, we are pleased to offer you the position of Business Development Executive with an annual Total Fixed Salary of INR 4.50 Lacs (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

You will directly report to Sr. Branch Manager Branch Operations and will be located at Pune.
As discussed, your date of joining will be Friday, 16th December 2021 or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.



Hridiya Maruti Patil

AVP – Human Resources & Administration

06/04/2022

Mr. DIKSHA ANIL PATHRABE

Dear Diksha Pathrabe

Based on earlier discussions, it is our pleasure to extend the following letter of employment to you with TELUS International (legally registered as Xavient Software Solutions India Pvt. Ltd. and hereinafter referred to as "TELUS International"). We look forward to your joining our dynamic team and welcoming you on board. We believe that your background and experience is an excellent match to our requirement and we are pleased to offer you the position of Sr. Network Analyst on a probationary basis with the Company on the following terms and conditions:

Date of Commencement:

Your probationary employment will commence on 08/04/2022 and will continue for a period of six months.

Salary:

Your total gross compensation on joining Xavient would be INR ₹770,000.00, **[Seven Lakh Seventy Thousand only]** per annum.

Your compensation would be subject to tax deductions at source and PF deduction as per applicable laws. PF deduction will be optional in the following cases:-

- 1) If Your basic salary is more than Rs 15000 per month, and**
- 2) You have never been a member of PF scheme in any of your previous employment or if you have been a member of PF scheme in any of your previous employment, you have withdrawn PF amount and the same has been credited to any of your bank account before joining TELUS International .**

In case PF deduction is applicable on you on mandatory basis as per law or you voluntarily opt for it, it will be 12 % of qualifying amount (i.e. Rs 15000) by default unless you opt for 12 % of your entire basic salary. In either of the options, employer contribution to PF will form part of your CTC.

You will be on probation for six months from your date of joining as per company policy.

Location:

Your present job location will be Bengaluru.

As discussed, you would be required to commute on your own during normal office timings. While working in shifts (which starts either before 8 am or ends after 8 pm) you will be provided with cab (to only Bengaluru region).

This offer of employment is based on the premise that all information given by you in your resume and in our discussions is correct and verifiable, and that you deem yourself to be medically fit for this position.

At the time of joining, you will be given a formal letter of appointment which will detail all terms and conditions of employment.

You are requested to carry following original documents along with their self-attested copies at the time of joining:

1. Education and training certificates

- 10th & 12th Mark Sheets and Passing Certificates.
- Graduation Degree & Mark Sheets (All Semesters).
- Post-Graduation Degree & Mark Sheets (All Semesters).
- Training/Course certificates (If any).

2. All previous employer certificates:

- Appointment Letter.
- Appraisal Letters (If Any).
- Experience Letter / Relieving Letter.
- Salary Slips for the current financial year irrespective of employer(s)/ Salary Certificate/Corporate Bank Account statement (salary) (2 Copies).

3. Copy of PAN Cards (2 copies)

4. Copy of passport

5. Copy of visa (if any)

6. Aadhaar Card (Mandatory)

Proof of Current Residence and Permanent Residence.

7. 7 passport size Photographs

If the above offer is acceptable to you, you are requested to please formally indicate the same by providing us with a signed copy of this letter. Once again, we look forward to welcoming you to TELUS International and hope for a long term and mutually beneficial association.

Best Regards,
Talent Acquisition Team

* By checking the "I agree" box provided, you agree to and accept employment with the TELUS International on the terms and conditions set forth in this agreement. You understand and agree that your employment with the Company is at-will.

Salary Breakup:

- Basic Salary Monthly (Rs): ₹26,950.00
- Basic Salary Annual (Rs): ₹323,400.00
- HRA Monthly (Rs): ₹16,170.00
- HRA Annual (Rs): ₹194,040.00
- Conveyance Monthly (Rs): ₹1,600.00
- Conveyance Annual (Rs): ₹19,200.00
- Medical Allowance Monthly (Rs): ₹1,250.00
- Medical Allowance Annual (Rs): ₹15,000.00
- Leave Travel Allowance Monthly (Rs): ₹2,246.00
- Leave Travel Allowance Annual (Rs): ₹26,952.00
- Employer Contribution to PF Monthly (Rs): ₹1,800.00
- Employer Contribution to PF Annual (Rs): ₹21,600.00
- Employee Contribution to PF Monthly (Rs): ₹1,800.00
- Employee Contribution to PF Annual (Rs): ₹21,600.00
- Employer Contribution to NPS Monthly (Rs): ₹0.00
- Employer Contribution to NPS Annual (Rs):
- Meal Coupon Monthly (Rs): ₹0.00
- Meal Coupon Annual (Rs):
- Special Allowance Monthly (Rs): ₹14,150.67
- Special Allowance Annual (Rs): ₹169,808.00
- Bonus Monthly (Rs): ₹0.00
- Bonus Annual (Rs):
- **Total Fixed Salary Monthly (Rs): ₹64,166.67**
- **Total Fixed Salary Annual (Rs): ₹770,000.00**



Veritas Software Technologies India Private Limited,
Panchshil Business Park, 4th and 11th to 16th Floor, Building C,
Survey No 20, Balewadi, Pune 411045, Maharashtra, India.
Tel.: 020- 66157001, Fax No.: 020-66157709,
Corporate Identification Number: U72200PN2015FTC154978

10-10-2022

Pune

Dear Dnyaneshwar Nagargoje

Appointment as HR executive cum Trainee

We are pleased to offer you the appointment as Assoc Sales Operations Spec with Veritas Software Technologies (India) Private Limited.

This offer is subject to your acceptance of the following terms and conditions:

Designation: You will be appointed as Assoc Sales Operations Spec or such other position determined by the Company from time to time (in which case the terms of this employment agreement (**the "Agreement"**) will continue to apply to your new position). You will be initially be reporting to Pravin Kadam, HR manager, or such other person or position, as determined by the Company from time to time.

Date of Commencement: This offer is contingent on your reporting to your manager on the Date of Commencement. As agreed, you will commence your employment with the Company on 15-10-2021. If you do not report to your manager on the Date of Commencement, the Company is entitled to treat this offer and any acceptance thereof as null and void.

This offer is contingent on: (i) you producing to us the relieving letter from your prior employer no later than 45 days from date of commencement, and (ii) you obtaining and maintaining at all times any required work permits/qualifications for you to lawfully work for the Company in India. If you [do not produce relieving letter, or if you] do not have and maintain any such work permits/qualifications, this offer and any acceptance hereof is deemed null and void, your employment will be terminated immediately and you agree that you are not entitled to any notice, or payment of salary in lieu of notice.

Site of Employment: The normal place of work will be Pune. You may be required to work at any premises of the Company, and its affiliates, or at the premises of their customers, clients, suppliers or associates within India, or abroad, from time to time. You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Previous Employment: If you are employed, you are expected to join the Company only after your present employer formally relieves you. You are required to submit the relieving letter from your present employer to the Company. The Company will not be liable for any consequences arising out of any of your previous employments. You hereby agree that you are not subject to any terms or conditions (whether contractual or otherwise) which restrict or may restrict your ability to carry out your duties for the Company or any Group Company.

Background Check: The offer of employment is subject to and contingent upon verification of the details provided by you and the Company's satisfaction with the results of any reference and background checks, which shall include without limitation –

interviewing past and current employers and verifying educational and professional and qualifications. For business requirements, you may also be required to undergo a criminal check. If you provide or cause someone else to provide any false or misleading information, or if the Company is not satisfied in its absolute discretion with the results of the reference/background checks, then this offer and any acceptance of it by you will be deemed to be null and void and of no effect. If you have commenced employment, your employment may be terminated immediately and without any payment of salary in lieu of notice. As part of our joining procedure, you will be required to provide details of criminal proceedings, if any have been initiated against you before joining the Company. If there are none, you will be required to provide a written declaration stating so.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time. You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.

Salary: You will receive an annual gross base salary of Indian Rupees ₹775,000.00 payable in monthly installments (Please review the attached Salary annexure sheet for the detailed breakup of the above mentioned compensation before the acknowledgement, which forms the part of this offer letter). Such salary shall be subject to all applicable withholding income tax requirements and other applicable deductions.

Annual Incentive Plan: Based on your position, you are eligible to participate in the Annual Incentive Plan (AIP), a discretionary incentive program that rewards the achievement of Veritas Technologies LLC's financial objectives. This plan may be amended, withdrawn or replaced without notice and at the Company's sole discretion, subject to applicable local law. Under the current program, you will be eligible for an annual bonus target of 7% of your annual salary/OTE. Your actual payment may be higher or lower depending on company performance and will be prorated based on your hire date in relation to the current fiscal year AIP plan. Details of the AIP plan will be made available to you once you begin your employment with Veritas. To receive the award, you must satisfy all eligibility requirements of the Program, which will be available to you after you begin your employment.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found at HR VHelp.

Public Holiday: You shall be granted public holidays as listed for office employees by the local Government.

Suspension: The Company further reserves the right to suspend you with or without pay from employment during any period where the Company is investigating your alleged misconduct and/or any breach (including but not limited to any breach of the Policies as defined below or any other regulations) by you.

Termination: The Company shall, at its sole discretion, be entitled to suspend you without pay, demote you or terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) and without any payment of salary in lieu of notice in any of the following cases, which are deemed "for cause":

- if you are dishonest or engaged in serious or persistent misconduct or, without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder, or breach the terms of this Agreement, or fail to observe the Company's disciplinary rules or any other regulations of the Company from time to time in force, or fail to perform your duties to the satisfaction of the Company;

- if you become bankrupt or have a receiving order made against you, or make any general composition with your creditors;
- if you commit any act that is in contravention of any laws of India and undergo police investigation therefor, without satisfactory explanation to the Company, or if you are present in Company's premises under the influence of alcohol and/or any other intoxicating substances; and/or
- if you are **absent** from work without the Company's consent for a continuous period of **three working days**, unless your absence is due to circumstances beyond your control or later is excused by medical certification valid for the period of absence

In the event that your employment with the Company is terminated for any other reason, the Company will provide 60 days' notice (or such greater amount of notice as may be required by law) or payment in lieu of notice. If you voluntarily terminate your employment with the Company, you must provide us with 60 days' written notice.

During any period of notice, you may be required by the Company, in its absolute discretion, not to contact its employees, customers or suppliers, not to attend at your place of work at any time and not to perform any duties for the Company or to perform only such duties, specific projects or tasks as are assigned to you expressly by the Company, for such period and at such place or places (including, without limitation, your home) as the Company deems appropriate, provided that you will be entitled to receive full pay and benefits (excluding any commission or bonus) during such period. For the avoidance of doubt, you will remain the Company's employee during any such period and may not carry out any work for any third party.

Effect of Termination: Upon termination of this Agreement pursuant to the section on Termination for cause set out in clause 12, you shall not be entitled to any compensation, severance pay, or indemnity whatsoever.

Policies of the Company: You are subject to the policies, procedures and rules of the Company ("**Policies**") as amended from time to time. For the avoidance of doubt, the Policies do not create contractually binding obligations on the Company, however, failure on your part to comply with the Policies may result in disciplinary action up to and including termination of your employment.

Restrictive Covenant: You will not for a period of six (6) months after the termination of your employment (without the previous consent in writing of the Company) and whether on your own account or for any other person, firm or company directly or indirectly in connection with any business similar to or in competition with the business of the Company solicit or endeavor to entice away from the Company any person, firm or company (a) who or which in the 12 months prior to the end of your employment shall have been a client or supplier of or in the habit of dealing with the Company and (b) with whom or which you had personal dealings in the course of your employment in the 12 months prior to the end of your employment.

You will not for a period of six (6) months after the termination of your employment (without the previous consent in writing of the Company), either alone or in association with others (i) solicit, or permit any organization directly or indirectly controlled by you to solicit, any employee of the Company to leave the Company, or (ii) solicit for employment, hire or engage as an independent contractor, or permit any organization directly or indirectly controlled by you to solicit for employment, hire or engage as an independent contractor, any person who was employed by the Company at the time of the termination or cessation of your employment with the Company; provided, that this clause (ii) shall not apply to any individual whose employment with the Company has been terminated for a period of twelve months or longer.

Data Privacy: You expressly consent to the processing (including collection, use, and local and international transmission to databases within the Company's Group or third-party contractors storing such data on the Company's behalf) of your personal data. You may request and obtain access to your



Veritas Software Technologies India Private Limited,
Panchshil Business Park, 4th and 11th to 16th Floor, Building C,
Survey No 20, Balewadi, Pune 411045, Maharashtra, India.
Tel.: 020- 66157001, Fax No.: 020-66157709,
Corporate Identification Number: U72200PN2015FTC154978

own personal data (where collected) and correct or delete such data (where appropriate). The Company's data privacy authorization is set out in the Employee Privacy and Data Protection Notice.

Entire Agreement: This Agreement, along with the Confidentiality and Intellectual Property Agreement and the Employee Privacy and Data Protection Notice, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

Conditions: This Agreement shall be interpreted and given effect in accordance with the laws of India. The parties agree to submit to the exclusive jurisdiction of the courts of the state of Maharashtra with respect to the adjudication of any dispute arising hereunder. Nothing in this Agreement shall operate to exclude or limit any liability for fraud. If any term or provision of this Agreement should be held by a court of competent jurisdiction to be invalid or in any way unenforceable it shall be severed and the remaining provisions shall not in any way be affected or impaired, and this Agreement shall be construed so as to most nearly give effect to the intent of the parties as it was originally executed.

Group or Group Company: For the purposes of this Agreement, the "**Group**" or "**Group Company**" means the Company, Veritas Technologies LLC ("**Veritas**"), any subsidiary of the Company or Veritas, any holding company of the Company or Veritas and any subsidiary of such a holding company. The expressions "subsidiary" and "holding company" shall have the meanings given to them by section 4 of the Companies Act 1956.

The group / division you are joining offers round the clock Support for its customers. You will be required to work in shifts. The rotation of shifts is at the discretion of the Team Manager.

Veritas will pay you a one-time hire-on bonus in the amount of INR₹35,000.00 (less withholding allowances) payable along with your first month's salary. If you voluntarily terminate employment with Veritas prior to completing one year of service, you will be required to reimburse Veritas 100% of the total hire-on bonus. In the event this reimbursement obligation is triggered you hereby authorize Veritas to withhold the reimbursement amount from any monies to which you may be entitled at the time of termination, such as wages, commissions, bonuses, accrued vacation time, and business expense reimbursements.

Employment with the Company is contingent upon verification of your personal and professional references. In addition, if you agree to the foregoing terms and conditions of your employment with the Company, please indicate your acceptance by signing the acknowledgment below.

This offer is valid for 5 business days from the date of this letter.

I look forward to working with you in the future. I am sure you will find the Company a challenging and rewarding place to be.

For,

Veritas Software Technologies (India) Private Limited



Leucadia Milly Sandeep

India HR Lead - (Business Partner & Talent Acquisition)

Signature: Dynaneshwar Nagargoje
leena Khairnar (Oct 10, 2022 13:31 GMT+5.5)

Email: Dynaneshwar123@gmail.com



Mahindra Forgings

Mahindra Forgings Ltd.
Works - Cat No. 874 to 880
Chakan Ayatnashan Road Tal. Khed,
Dist. Pune 410 501 INDIA
Tel. +91 (02135) 252677, 663300
Fax +91 (02135) 663301
Email www.mahindraforgings.com

01.12.2010

To,
Mr. Ganesh S. Lambhate
A-E12, Siddhivinayak Vihar,
Handewadi Road,
Hadapsar, Pune - 28

Subject - Offer

Dear Sir,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of Dy. Manager (ML 07) in our "Engineering Department (MCD)" at our Chakan Plant, on the agreed terms and conditions.

This offer is subject to you being declared medically fit by our Company's Doctor.

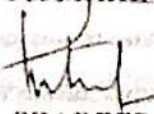
As agreed, you will join on 13th December, 2010 (at 9 am) and you are required to produce following at the time of joining;

1. Copy of School Leaving Certificate.
2. Copy of Educational Certificates.
3. Photographs - 5 nos.(one stamp sized photo)
4. Address proof.
5. Copy of your Pan Card.
6. Copy of the Relieving Certificates from the previous employers.

Kindly acknowledge the receipt of this offer letter as a token of having accepted the offer as agreed by you.

Thanking your,

Yours faithfully,
For MAHINDRA FORGINGS LTD


PRADEEP ZOTING
HEAD - HUMAN RESOURCE

Regd Office: Mahindra Towers, PK Kurne Chowk, Worli, Mumbai - 400 078
Tel No +91 (022) 24901441 Fax +91 (022) 24915890

AMISEQ

OFFER LETTER

Date: 17th-Dec-2021

Dear Gauri,

Ref: Amiseq/OL/258/21

Congratulations!!!!

We are pleased to make you an offer of employment with Amiseq India Private Limited. You will be designated as **Trainee Recruiter** and will be working out of the **Pune** office; your date of joining is on or before **21st December 2021** failing which offer will be void and cancelled automatically.

The breakup of your salary is as follows

ANNEXURE – I

Salary Components	Monthly	Annually
Basic	11250.00	135000.00
DA	1250.00	15000.00
HRA	5625.00	67500.00
Special Allowance	375.00	4500.00
Transport Allowance	1500.00	18000.00
Telephone & Internet Reimbursement	1500.00	18000.00
Night Shift Allowance	2000.00	24000.00
GROSS	23500.00	282000.00
Company contribution to PF	1500.00	18000.00
CTC	25000.00	300000.00

Please note that salary information is confidential and should not be shared with anyone.

You are requested to report at **9:00 PM IST** on the day of joining.

Kindly email the requested documents mentioned in **Annexure – II** to Indiahr@amiseq.com

This offer is subject to a successful reference check, which may be conducted by Amiseq India (P) Ltd,

Global (HQ)
1551, McCarthy Blvd,
Suite 215
Milpitas CA 95035
Global Presence Milpitas, California

Registered Office
607, 06th Floor C Wing,
Teerth Techno Space
Baner Pune India-411045
Bracknell, UK. Dubai, UAE.

Mumbai
209, 2nd Floor Lodha Supremus T-2
Wagle Industrial Estate, Thane (W)
Mumbai-400604
Pune, Mumbai & Chennai India

Confidential

AMISEQ

ANNEXURE – II

1. Highest Educational Qualification (X, XII, Degree & Post Graduation)
2. Permanent Income tax account number (PAN Card)
3. Proof of Address
4. Soft copy of Passport size photograph (1)
5. Certificate of Vaccination

Confidentiality:

By accepting this offer, you also agree and acknowledge that you shall abide by the terms and conditions. During your employment, you will be entrusted with confidential and proprietary information. You agree that such information will not be released or divulged, whether directly or indirectly unless authorized by the company policy.

Acceptance and confirmation of Date of Joining:

I have read the contents of the offer letter and hereby accept the broad terms and conditions of this offer letter. I accept this offer to join Amiseq India Private Limited, and I am willing to fully comply with the terms and conditions stated in this offer.

I will report for the commencement of services on **21st December 2021**.

Along with the necessary certificate/documents as required by Amiseq India Private Limited.

Full Name: Gauri Shinde

Signature 

Date: 12/18/2021 12/18/2021 13:16:05 UTC

Your sincerely,



Scan Now e-Signature ID: a460ecff3c...
Eshwar Reddy

Head of Operations
Amiseq India Private Limited

Global (HQ)
1551, McCarthy Blvd,
Suite 215
Milpitas CA 95035

Global Presence Milpitas, California

Registered Office
607, 06th Floor C Wing,
Teerth Techno Space
Baner Pune India-411045

Bracknell, UK. Dubai, UAE.

Mumbai
209, 2nd Floor Lodha Supremus T-2
Wagle Industrial Estate, Thane (W)
Mumbai-400604

Pune, Mumbai & Chennai India

Confidential



महाराष्ट्र शासन
भूमि अभिलेख विभाग

सरळसेवा भरती २०२१
पुणे विभाग

कागदपत्रे पडताळणी / तपासणी कामी उमेदवारांची यादी प्रसिद्ध करण्याबाबत

उपसंचालक भूमि अभिलेख, पुणे प्रदेश, पुणे यांच्या अधीनस्त विभागातील गट क पदसमुह ४ (भूकरमापक तथा लिपीक-टंकलेखक) संवर्गातील रिक्त पदे भरण्याकामी प्रसिद्ध जाहिरातीनुसार दिनांक २८ नोव्हेंबर २०२२ ते ३० नोव्हेंबर २०२२ कालावधीत IBPS कंपनीमार्फत घेण्यात आलेल्या ऑनलाईन परिक्षेस (Computer Based Test) उपस्थित असलेल्या सर्व उमेदवारांचा गुणानुक्रमे निकाल (सर्वसाधारण गुणवत्ता यादी) व विभागातील प्रवर्गनिहाय समांतर आरक्षणानुसार पदभरतीकामी उपलब्ध जागांचा तपशील दिनांक २१/०१/२०२३ रोजी प्रसिद्ध करण्यात आलेला आहे.

ऑनलाईन परिक्षेचा निकाल (सर्वसाधारण गुणवत्ता यादी) व समांतर आरक्षणानुसार प्रवर्गनिहाय उपलब्ध जागा विचारात घेवून सामान्य प्रशासन विभागाकडील दिनांक ०४/०५/२०२२ रोजीचा शासन निर्णय व पदभरतीच्या अनुषंगाने प्रचलित शासन निर्णयातील तरतुदीनुसार तयार केलेल्या सोबतच्या यादीमधील उमेदवारांनी कागदपत्रे पडताळणी / तपासणी कामी नमूद ठिकाणी वेळापत्रकानुसार उपस्थित रहाण्याचे आहे.

सोबतच्या यादीमध्ये नमूद उमेदवारांची केवळ कागदपत्रे तपासणीकामी बोलविण्यात आलेले आहे. सदर उमेदवारांची कागदपत्रे पडताळणीसाठी बोलवले म्हणजे त्यांना अंतिम नियुक्तीसाठी पात्र ठरविलेले नाही. उमेदवारांची कागदपत्रे पडताळणी / तपासणी अंती पात्र ठरलेल्या उमेदवारांची प्रवर्गनिहाय समांतर आरक्षणानुसार उपलब्ध पदांनुसार अंतिम निवडसुची प्रसिद्ध करण्यात येईल.

कागदपत्रे पडताळणीचे ठिकाण व वेळापत्रक

ठिकाण - उपसंचालक भूमि अभिलेख, पुणे प्रदेश, पुणे यांचे कार्यालय,
पहिला मजला, नविन प्रशासकीय इमारत, रुम नं. १०५,
विधानभवनासमोर, पुणे - ४११ ००१.

वेळापत्रक -

दिनांक	सत्र १ वेळ सकाळी ९.०० ते दुपारी १.००	सत्र २ वेळ दुपारी २.०० ते सायं. ६.००
दि. ०९/०३/२०२३	अ.क्र. १ ते ६५	अ.क्र. ६६ ते १३०
दि. १०/०३/२०२३	अ.क्र. १३१ ते १९५	अ.क्र. १९६ ते २६०
दि. ११/०३/२०२३	अ.क्र. २६१ ते ३२५	अ.क्र. ३२६ ते ३९२

CANDIDATES LIST FOR DOCUMENT VERIFICATION (PUNE REGION)

SR. NO.	ROLL_NO	REGT_NO	NAME	BIRTH_DATE	GENDER	CATEGORY	PARALLEL RESERVATION	TOTAL MARKS OBTAINED
1	2010001638	210070240	PRASAD BHAGWAT GALANDE	28-06-97	M	EWS		188
2	1610000261	210048155	AKSHAY ASHOK SANKPAL	08-12-96	M	EWS		184
3	1510000224	210066141	SUJATA JAYAWANT KAWADE	13-02-92	F	GENERAL		182
4	1610001170	210010692	UTKARSH MADAN SHINDE	05-01-93	M	GENERAL		182
5	1610001607	210067272	SWAPNIL SUDHIR PADASE	26-03-98	M	NT-C		182
6	2610000085	210075507	HRISHIKESH HIRALAL KURAI	08-01-95	M	VJ-A		180
7	2510000230	210054637	TANMAY SUBHASH PATIL	12-08-97	M	GENERAL		180
8	1610000427	210078680	NILESHKUMAR BRAMHDEO JAGTAP	18-10-93	M	EWS		178
9	2010000398	210096072	SATYAM BHUSAHEB DAULE	09-05-99	M	GENERAL		178
10	1610001351	210070720	SAHIL VIJAYKUMAR LAD	27-06-99	M	EWS		178
11	1610000785	210077194	VISHWAJIT CHANDRAKANT KADAM	04-11-92	M	GENERAL		176
12	1610000004	210084387	PRITHVIRAJ JAGDISH SHINDE	13-01-93	M	EWS		176
13	1610001039	210052373	PRATIK VISHWANATH SAPKAL	15-08-93	M	GENERAL	PROJECT_AFFECTED	176
14	1110000798	21003485	KIRAN BANDHU CHAVAN	28-03-94	M	EWS		176
15	1610000065	210108789	SURAJ PANDURANG BANDAL	12-04-98	M	EWS		176
16	1410000486	210026132	SHRENEEK CHANDRAKANT HARAGE	08-09-99	M	EWS		176
17	1610001811	210047230	SURAJ YASHAWANT PADALKAR	02-07-94	M	EWS	PROJECT_AFFECTED	174
18	1110001836	210028634	RAJWARDHAN PANDITRAO BHOSALE	05-07-94	M	GENERAL		174
19	1810000043	210046065	NAYAN NAMDEV CHOUGALE	30-07-97	M	OBC		174
20	1110001838	210064742	SAMEER SATISH CHOUGULE	25-09-97	M	SC		174
21	1110002368	210006627	YUVRAJ ARJUN VYAVAHARE	01-07-98	M	GENERAL		174
22	2010000444	210087491	VIKRAM VYANKAT SAWANT	05-06-90	M	EWS		172
23	1610000169	210056356	SAGAR AJIT PATIL	31-12-93	M	EWS		172
24	1610001926	210082425	SUYOG SUNIL CHOUGULE	21-06-94	M	GENERAL	SPORTS_PERSON	172
25	1910000068	210036676	RAHUL YALLAPPA DAULATAKAR	20-12-95	M	GENERAL		172
26	1110002653	210049978	SURAJ DHANAJI UBALE	21-07-97	M	EWS		172
27	1410000468	210062846	ANAGHA SHIVAJI SUTAR	16-08-97	F	OBC		172
28	1610001728	210051192	SHUBHAM BALKRISHNA SHINDE	18-03-98	M	GENERAL		172
29	1210000232	210079060	AISHWARYA SURYAKANT JAGDALE	12-09-98	F	GENERAL		172
30	1110002255	210100300	SANKET KESHAVRAO GHODAKE	28-07-99	M	GENERAL		172
31	1110001657	210094596	SWAPNIL VISHNU VALEKAR	01-09-99	M	GENERAL		172
32	1110001060	210100239	VINAYAK VIJAY SATALE	04-12-92	M	GENERAL		170
33	1110000048	210087356	JAYEDAKRAM AASHAHAMAD BAGWAN	02-05-94	M	OBC		170
34	1110002556	210068558	HARSHADA GANPAT PISE	23-11-94	F	OBC		170
35	1110000951	210035858	VISHAL MADHUKAR PHADATARE	03-04-95	M	EWS		170
36	1610001818	210061432	NAVANATH VIJAY KARANDE	29-05-95	M	SC		170
37	1110002272	210000932	RUSHIKESH CHANDRASHEKHAR NAZARE	01-06-95	M	OBC		170
38	1610000549	210101574	PRASAD SUNIL KHARAT	29-10-95	M	GENERAL		170
39	1210000002	210054645	AKSHAY VIJAY PAWAR	06-12-95	M	GENERAL	PWD-A	170
40	1310000015	210078165	ASHWINI UTTAM PATIL	09-07-96	F	EWS		170
41	1110001749	210003338	VISHAL VIJAY KHEMDAD	23-09-96	M	EWS		170
42	1110002268	210075265	RAGINI DATTATRAYA DATE	14-05-97	F	EWS	FEMALE	170
43	1110001581	210091259	NANASAHEB BHARAT GEJAGE	21-03-98	M	SC		170
44	2610000038	210084146	UJWAL SANJAY PATIL	25-12-98	M	OBC	PROJECT_AFFECTED	170
45	2110002189	210060952	SAMRUDDHI SANJAY TAWALE	16-01-99	F	OBC		170
46	1310000005	210080893	PRATHMESH KISHOR PATIL	13-03-99	M	EWS		170
47	2010001754	210086371	SURAJ MANIKRAO BHASINGE	18-05-96	M	OBC		168
48	1110001428	210073740	YOGESHWAR PRABHAKAR KADAM	06-11-96	M	EWS		168
49	1110002127	210018032	RAHUL ASHOK PATIL	27-03-97	M	OBC		168
50	1610000005	210068255	RAHUL APPASO BASTAWADE	04-09-97	M	EWS		168
51	2110002180	210059589	SHEKHAR RAJENDRA KORADE	10-11-97	M	OBC		168
52	1910000041	210041000	SAURABH MARUTI SOLANKURE	14-11-97	M	EWS		168
53	1110001077	210055269	SHITAL RAMESH DAKE	11-09-98	F	OBC	FEMALE	168
54	2310000110	210024408	HARSHAD BAPURAO WAKADE	16-12-98	M	OBC		168
55	2510000237	210099621	KUNAL PRAMOD JAIN	19-03-99	M	OBC		168
56	2010001045	210072238	NILKANTH OMKARESHWAR MATHPATI	30-08-99	M	OBC		168
57	2010000430	210078686	TEJAS ULHAS DESHMUKH	10-09-99	M	OBC		168
58	2410000278	210092839	OMKAR DATTATRAY BELHEKAR	27-09-99	M	OBC		168
59	2610000026	210062037	DIGVIJAYSING MAHENDRASING PATIL	22-10-99	M	VJ-A		168
60	2610000007	210093037	TUSHAR SATISH CHAUDHARI	08-11-99	M	VJ-A		168
61	1610000842	210044840	HEMANT KUMAR RAGHUNATH DESAI	25-07-80	M	EWS		166
62	1110002635	210084910	ROHAN ANANT KAPSE	23-12-93	M	EWS	PROJECT_AFFECTED	166
63	1610001653	210082149	SHIVRAJ LAXMAN KARAPE	20-04-94	M	NT-C		166
64	2010001452	210093810	AKSHAYKUMAR SHIVAJI KOLHE	28-05-94	M	EWS	PROJECT_AFFECTED	166
65	1610001542	210084799	SUJIT HANMANT SONWALKAR	17-10-94	M	NT-C		166
66	1110000347	210071361	PRASHANT PRAKASH KOLI	12-07-95	M	SBC		166
67	1110002303	210078989	MANDAR BHAGWAN PATIL	29-11-95	M	EWS		166
68	1110000518	210052826	AKSHAYKUMAR NANASO BIRAJDAR	28-12-95	M	OBC		166
69	2510000168	210061346	DEVENDRASING JAGATSING RAJPUT	24-05-96	M	VJ-A		166

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S.R. NO.	ROLL_NO	REGT_NO	NAME	BIRTH_DATE	GENDER	CATEGORY	PARALLEL RESERVATION	TOTAL MARKS OBTAINED
70	1610001634	210045821	AKSHAY RAJENDRA KOTHAVADE	08-06-96	M	OBC		166
71	2310000305	210010797	DNYANESHWAR BALIRAM NAWALI	24-10-96	M	ST		166
72	2410000891	210088264	SHUBHAM SURESH GHATKAR	03-11-96	M	OBC		166
73	1110001918	210029128	SIDDHARTH PRAMOD KUDALE	30-01-97	M	SC		166
74	1110002536	210064960	PRANAV GANESH KUSARKAR	11-04-98	M	EWS		166
75	1110001119	210066600	ADITYA ANILKUMAR PATIL	24-07-98	M	EWS		166
76	2410000324	210079573	SHIVAMRAJE RATNAKAR HIRAY	23-03-99	M	OBC		166
77	2110001918	210073721	VAISHNAVI RAMCHANDRA GAIKWAD	08-08-99	F	GENERAL	FEMALE	166
78	2610000103	210072390	ROHAN VISHAL PATIL	16-08-99	M	OBC		166
79	1210000109	210050135	GAURI VIVEK SWAMI	12-09-99	F	OBC	FEMALE	166
80	2310000053	210065147	AISHWARYA RAMESH KARLE	17-09-99	F	OBC		166
81	1410000358	210067904	AISHWARYA DATTATRAY CHAVAN	11-05-00	F	EWS	FEMALE	166
82	1210000238	210052688	AISHWARYA APPASAHEB KANASE	08-06-00	F	EWS		166
83	1110002369	210044827	SHUBHAM SANJAY DHAYGUDE	09-06-00	M	NT-C		166
84	1910000008	210044862	ABHISHEK KRISHNAT MORE	04-06-02	M	EWS		166
85	2010001284	210056743	VINOD VYANKATESH SURYAWANSHI	05-01-92	M	NT-C		164
86	1610001043	210074910	RISHIKESH RAMESH LOKHANDE	01-01-94	M	OBC		164
87	1610001661	210046954	SAURABH ARUNKUMAR SAKATE	12-09-95	M	SC		164
88	2410000844	210068350	SACHIN VISHNU SANGDE	11-04-96	M	OBC		164
89	1110001528	210106876	JAYASHRI CHANDRASHEKHAR KURLE	18-04-96	F	GENERAL	FEMALE	164
90	2410000104	210093563	RUSHIKESH JAYWANT PATIL	08-12-96	M	OBC		164
91	2510000029	210056008	UNMESH RAMESH THOSARE	03-02-97	M	OBC		164
92	1110000829	210077417	VISHWAJIT VIJAYSINH NALAWADE	18-06-97	M	VJ-A		164
93	1210000082	210056950	MITHILA MAHENDRA MANE	19-12-97	F	EWS	FEMALE	164
94	1110002632	210073703	AMOL KASHINATH KARANDE	08-05-98	M	NT-C		164
95	2410000279	210076670	UMESH VISHNU MAHAJAN	31-05-98	M	OBC		164
96	2610000050	210006165	CHETAN ANIL PATIL	03-11-98	M	OBC		164
97	2410000509	210008568	SAGAR DILIP PAWAR	17-08-00	M	OBC		164
98	2410000297	210073467	MAYURI PARESH SAKHARE	28-08-00	F	OBC	FEMALE	164
99	2410000255	210058172	PRANAV SHIVAJI SANAP	28-06-01	M	NT-D		164
100	2410000218	210073559	SACHIN BALASAHEB BHABAD	26-06-92	M	NT-D		162
101	2010001771	210071934	VAIBHAV VIJAYKUMAR BHUSNIKAR	11-08-92	M	OBC		162
102	2110001857	210030743	VAIBHAV ANANDRAO PATIL	20-04-93	M	OBC		162
103	1110002340	210028250	PRAKASH AMRUT BANSODE	20-08-93	M	SC		162
104	2410000022	210062211	VAIBHAV SADASHIV TAPKEER	12-07-94	M	OBC		162
105	2010001147	210081468	YASH RAJPAL PATIL	30-11-94	M	EWS	EARTHQUAKE_AFFECTED	162
106	2410000178	210061748	GANESH SHAMSUNDAR RAKTATE	01-03-95	M	OBC		162
107	1110002552	210095811	SNEHA VILAS MANE	05-03-95	F	EWS	FEMALE	162
108	2310000332	210070579	TEJASHRI BHAUSAHEB SHINDE	05-08-97	F	OBC	FEMALE	162
109	1110002266	210040955	PRAJAKTA KESHAV AGAWANE	30-08-97	F	SC	FEMALE	162
110	1410000044	210068865	VAIBHAVI VILAS CHOUGALE	07-09-98	F	EWS	FEMALE	162
111	1510000119	210001665	HARSHADA JAGANNATH MADAKE	03-01-99	F	SBC	FEMALE	162
112	2010000787	210100076	NASHIB BHAGWANJI SARODE	18-01-99	M	SC		162
113	1110000007	210030414	ABHISHEK PRASHANT PATIL	30-06-99	M	OBC	PWD-A	162
114	1510000092	210011517	PRACHI KERBA GORAVE	06-04-00	F	SC	FEMALE	162
115	1410000057	210084736	PRIYANKA GOVIND PATIL	14-12-92	F	OBC	FEMALE	160
116	1110001435	210055378	SNEHAL SURESH NIMBALKAR	25-11-93	F	EWS	FEMALE	160
117	1210000174	210092476	GEETANJALI VASANT PAWAR	29-01-95	F	GENERAL	ANSHKALIN_EMP	160
118	1310000018	210066818	SAYALI SHANKAR JADHAV	08-06-95	F	EWS	FEMALE	160
119	2010000949	210056567	KRISHNAKANT HANUMANT GITTE	25-06-95	M	NT-D		160
120	1110001067	210062292	AMRUTA SANJAY JAVHERI	09-01-96	F	OBC	FEMALE	160
121	2010000495	210076146	PRIYANKA SOMINATH MISAL	07-05-96	F	NT-D	FEMALE	160
122	2010000346	210100126	SHRADHA MAROTRAO NARWADE	27-07-96	F	EWS	FEMALE	160
123	1110001355	210102407	PRANALI PRAKASH PALE	04-12-96	F	NT-D	FEMALE	160
124	2310000223	210065650	PRAGATI KARBHARI BORATE	31-03-97	F	OBC	FEMALE	160
125	1110000891	210078104	AKSHADA ANKUSH WATEKAR	11-07-97	F	EWS	FEMALE	160
126	1310000223	210052391	PRACHI VARDHMAN NILAKHE	21-08-97	F	EWS	FEMALE	160
127	1110000615	210074537	PRIYANKA RAJABHAU DANANE	14-07-98	F	GENERAL	FEMALE	160
128	1410000107	210069051	ANKITA ASHOKKUMAR POWAR	06-04-99	F	EWS	FEMALE	160
129	1410000219	210067359	TRUPTI BHAGAWAN SUTAR	24-12-99	F	OBC	FEMALE	160
130	2310000092	210038057	AKSHADA VIJAY JAGTAP	18-03-01	F	OBC	FEMALE	160
131	2510000126	210024202	AKSHAY VITTHAL VAIRALKAR	11-08-93	M	NT-B		158
132	2010001769	210058860	SACHIN DATTA SUREWAD	05-09-95	M	ST		158
133	1110001582	210093122	VANASHRI MHATARDEO DHAYTADAK	08-10-96	F	NT-D	FEMALE	158
134	1110001806	210099096	GAURI RAJENDRA TAWARE	18-05-97	F	EWS	FEMALE	158
135	1210000213	210071580	VAISHNAVI VINAYAK PAWAR	07-09-97	F	EWS	FEMALE	158
136	1610000446	210053450	SAINATH HANUMANT POL	28-06-84	M	EWS	EX-SERVICEMAN	156
137	1310000121	210051026	ARATI NAGRAJ PATIL	27-12-93	F	EWS	FEMALE	156
138	1110001647	210057626	RONIT NITIN AJANALKAR	02-02-94	M	SC		156

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Sr. No.	Roll_No	Regt_No	Name	Birth_Date	Gender	Category	Parallel Reservation	Total Marks Obtained
139	1510000211	210064089	MONIKA BHANUDAS RANANAVARE	07-10-96	F	EWS	FEMALE	156
140	1610002165	210053576	SUMEDH AVINASH KAMBLE	14-12-96	M	SC		156
141	1110001689	210074856	NIKITA SUNIL KAMBLE	06-11-97	F	SC	ANSHKALIN_EMP	156
142	2310000270	210070104	SHRADDHA DILIP KSHIRSAGAR	16-11-97	F	OBC	FEMALE	156
143	1310000027	210047727	BHAGYASHRI MARUTI VANJARI	22-11-97	F	NT-D	FEMALE	156
144	1110000610	210099341	TUSHAR SHAHAJI NAIKNAWARE	12-06-98	M	GENERAL	SPORTS_PERSON	156
145	1610000928	210108088	PARESH SUDHAKAR GAVATE	21-07-98	M	SBC		156
146	1310000150	210047745	PRAJAKTA CHANDRAKANT PHALLE	13-09-99	F	OBC	FEMALE	156
147	1410000317	210045891	DHANASHRI VISHWANATH ASABE	23-07-91	F	EWS	FEMALE	154
148	1410000069	210056805	PRADNYA CHANDRAKANT PAWAR	19-04-94	F	SC		154
149	2410000668	210093375	AMRUT PRAKASH PANDURE	24-06-94	M	NT-B		154
150	1110002717	210045624	SHANKAR ARUN BAJBALKAR	03-11-94	M	OBC	PROJECT_AFFECTED	154
151	2410000420	210050485	SANKET NARAYAN MANE	03-01-95	M	SC		154
152	1110002068	210050480	VIKAS DASHRATH KURLE	05-11-95	M	SC		154
153	1110001114	210013002	SWAPNIL SAMPAT WAGHAMARE	18-06-96	M	SC		154
154	2310000324	210042049	GAURI SANTOSH POTDAR	21-11-96	F	OBC	FEMALE	154
155	1110000900	210043914	PRAJKTA VIJAYKUMAR KASHID	02-12-96	F	EWS	FEMALE	154
156	1210000018	210051599	TRUPTI ASHOK BANTHANAL	20-12-96	F	EWS	FEMALE	154
157	1310000016	210036371	AKSHAYA ASHOK GIRIGOSAVI	20-04-97	F	NT-B	FEMALE	154
158	1210000251	210085113	PRANALI VILAS MANE	16-05-97	F	OBC	FEMALE	154
159	1410000235	210034119	POOJA UTTAM SHENAVI	24-08-98	F	EWS	FEMALE	154
160	1610001339	210093735	SHUBHAM SAMBHAJI MAHADIK	09-10-98	M	EWS	PROJECT_AFFECTED	154
161	1410000322	210101612	AKANKSHA PANDURANG GURAV	03-11-99	F	OBC	FEMALE	154
162	1210000267	210073264	PRIYANKA PRASHANT PATIL	07-01-00	F	EWS	FEMALE	154
163	1210000273	210046953	SHIVANI RAJENDRA YADAV	24-08-95	F	OBC	FEMALE	152
164	2310000274	210064451	SARITA DILIP PAWASE	07-02-96	F	OBC	FEMALE	152
165	1410000129	210071045	MANISHA BALKRISHNA METHE	30-05-96	F	EWS	FEMALE	152
166	2010001275	210070124	PARMESHWAR SHIVRAM JADHAV	23-06-96	M	VJ-A		152
167	1110000058	210037325	PIYUSHA CHANDRASHEKHAR NEMADE	12-10-96	F	OBC	FEMALE	152
168	1110000015	210033078	PRAMOD SUHAS KARMARE	15-06-97	M	GENERAL	PWD-C	152
169	1310000063	210066803	RUTUJA ARVIND DESAI	10-01-99	F	OBC	FEMALE	152
170	1110001977	210089278	NISHIGANDHA RAJKUMAR BABAR	02-06-01	F	SC	FEMALE	152
171	2610000211	210069653	SAPNA KISAN WAGH	28-08-96	F	OBC	FEMALE	150
172	1310000095	210070379	POONAM KUMAR MALI	13-07-97	F	OBC	FEMALE	150
173	1210000223	210051374	NIKITA NANASO MOHITE	27-09-98	F	SC	FEMALE	150
174	1110000740	210030793	SHIVANI BHAUSAHEB LOKHANDE	30-09-98	F	OBC	FEMALE	150
175	2310000161	210091311	PRATIKSHA BALASAHEB DEOKAR	08-07-99	F	OBC	FEMALE	150
176	1110000924	210097692	VARSHARANI VASANT KUKADE	11-10-99	F	NT-C	FEMALE	150
177	1610001733	210036260	AKSHAY BHANUDAS TOTKAR	27-10-93	M	OBC	SPORTS_PERSON	148
178	1110002455	210051066	MADHURI DADASO THOMBARE	26-07-96	F	NT-C	FEMALE	148
179	2410000220	210061320	GAURI SUNIL PATIL	28-08-96	F	OBC	FEMALE	148
180	1110002741	210081317	ANKITA SAGAR SHELAR	02-04-97	F	SC	FEMALE	148
181	1110002110	210084992	PRANALI NARASAPPA MALI	05-02-98	F	OBC	FEMALE	148
182	2610000199	210101182	JAGRUTI ARUN MAHAJAN	29-03-98	F	OBC	FEMALE	148
183	2010000157	210000060	SAGAR SHAHURAJ GHODAKE	10-04-98	M	NT-C	EARTHQUAKE_AFFECTED	148
184	2010001713	210035639	VAISHNAVI DHANRAJ GOBADE	20-10-99	F	NT-C	SPORTS_PERSON	148
185	2510000143	210019185	RUPAM JAYPRAKASH PATIL	24-06-00	F	OBC	FEMALE	148
186	1310000057	210057898	PRANITA PRAKASH BHUTE	10-10-02	F	SBC	FEMALE	148
187	1110000571	210108222	SAYALI DINESH SONAWANE	03-12-92	F	OBC	FEMALE	146
188	2610000023	210046669	ASHLESHA GAJANAN MANKAR	30-04-93	F	OBC	FEMALE	146
189	1110001665	210057080	SUJIT PRADEEP PATIL	02-10-94	M	GENERAL	SPORTS_PERSON	146
190	2010001582	210050721	POOJA SHRIDHAR GOLAMBE	31-03-95	F	NT-C	FEMALE	146
191	2610000141	210102982	GUNJAN LILADHAR SONAWANE	01-11-95	F	OBC	FEMALE	146
192	1110000028	210048916	ASMITA SUDAM TODKAR	07-05-96	F	OBC	PROJECT_AFFECTED	146
193	1110001510	210084470	SHUBHANGI RAMDAS GADADE	12-09-97	F	OBC	FEMALE	146
194	1110001515	210105069	VINOD BHARAT BAJBALKAR	01-02-98	M	OBC	PROJECT_AFFECTED	146
195	1510000006	210049904	GANESH ASHOK CHIPADE	16-08-98	M	OBC	PWD-C	146
196	1110000260	210047168	MONIKA TAYAPPA SHINDE	25-05-99	F	SC	FEMALE	146
197	1410000152	210029801	AKASH BHARAT LADDHA	21-04-95	M	EWS	SPORTS_PERSON	144
198	2010000002	210035333	ASHITOSH NAGESHWAR MISAR	15-04-98	M	OBC	PWD-C	144
199	2310000190	210040497	SWAPNALI PARMESHWAR ANDHALE	06-02-96	F	NT-D	FEMALE	142
200	2410000976	210103775	NITESH WALAKU MORE	15-11-96	M	ST		142
201	2010000448	210067691	PRANIT KIRAN WAGHMARE	14-05-97	M	ST		142
202	2410000234	210061814	AJINKYA ANANDA MANDAVE	18-03-90	M	ST		140
203	2410000432	210098043	GOVIND DILIP GAWALI	13-02-91	M	ST		140
204	2410000268	210059097	GORAKSHNATH KONDIBA KAUTE	08-09-91	M	ST		140
205	1110001507	210028955	VRUSHALI RAMESH NIKAM	27-10-97	F	SC	FEMALE	140
206	2010001428	210037416	SIDHESHWAR ASHOK BARHALE	07-05-98	M	ST		140
207	1410000337	210105851	SRUSHTI SANJAY SHINDE	01-04-99	F	SC	FEMALE	140

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S.R. NO.	ROLL_NO	REGT_NO	NAME	BIRTH_DATE	GENDER	CATEGORY	PARALLEL RESERVATION	TOTAL MARKS OBTAINED
208	1710000042	210003897	VITTHAL DHONDIBA JADHAV	11-10-78	M	GENERAL	EX-SERVICEMAN	138
209	1610000829	210046606	VAIBHAV RAJENDRA RENGDE	25-05-95	M	ST		138
210	1510000295	210047750	PRADNYA GORAKH MASTUD	19-11-95	F	SC	FEMALE	138
211	2010000018	210072207	OMKUMAR JAGANNATH ARU	24-06-98	M	OBC	PWD-B	138
212	1110002566	210093425	SHRUTIKA SITARAM KEVALE	11-07-00	F	SC	FEMALE	138
213	1610000240	210066664	ANIKET SUNIL JADHAV	23-02-99	M	EWS	EARTHQUAKE_AFFECTED	136
214	2310000348	210021412	SHARAD BAJIRAO PAWAR	01-06-78	M	OBC	EX-SERVICEMAN	132
215	2010000017	210070826	PRATIKSHA BHAGWAT SALUNKE	01-07-98	F	GENERAL	PWD-B	132
216	1610000978	210063610	RAVINDRA BABU PATIL	01-05-80	M	GENERAL	EX-SERVICEMAN	130
217	2010000116	210033033	PRATIKSHA SANJAY DESHTWAR	13-09-98	F	ST	FEMALE	130
218	2010001098	210041428	PRANALI DEORAM BAGADKAR	28-08-96	F	OBC	SPORTS_PERSON	128
219	2310000187	210055982	AKSHITA VISHNU JADHAV	08-05-00	F	VJ-A	FEMALE	128
220	1610001828	210080071	CHANDRAKANT RAJARAM SHELAR	21-07-70	M	GENERAL	EX-SERVICEMAN	126
221	2410000711	210073023	HAROON GAUSE MOHIUDDIN SHAIKH	02-12-79	M	GENERAL	ANSHKALIN_EMP	126
222	1410000313	210007130	SANGRAMSINH RAJARAM PATIL	23-07-85	M	GENERAL	EX-SERVICEMAN	126
223	1210000008	210074924	SANDIP DILIP NANAWARE	29-06-94	M	OBC	PWD-B	126
224	2510000078	210096774	VISHAL SAMADHAN BONDE	24-01-95	M	OBC	PROJECT_AFFECTED	126
225	1110000021	210058709	AKASH RAM SHINDE	17-03-95	M	GENERAL	PWD-D&E	126
226	1710000062	210004023	PRAJWAL MAHENDRA BHOSALE	04-01-98	M	SC	PROJECT_AFFECTED	126
227	1410000602	210059007	RIKITA TEJASING TADVI	28-08-89	F	ST	FEMALE	124
228	1410000001	210025037	ASHWINI DINKAR MAGADUM	28-03-96	F	EWS	PWD-A	124
229	1610001210	210041368	BALASAHEB SANTA DADAS	04-04-80	M	NT-C	EX-SERVICEMAN	120
230	1610001960	210051269	JITENDRA DATTATRAY MAHURKAR	29-02-84	M	GENERAL	EX-SERVICEMAN	120
231	1110001098	210029027	SUPRIYA NAMDEV JOSHI	13-07-98	F	ST	FEMALE	120
232	1310000082	210075523	KARISHMA BABURAO MANE	12-11-98	F	VJ-A	FEMALE	120
233	1610001592	210084665	MUSTAKIM GULMAHAMAD DESAI	02-10-99	M	GENERAL	ANSHKALIN_EMP	120
234	2010001276	210071260	GEETA YUVRAJ KUMBHAR	13-01-01	F	OBC	EARTHQUAKE_AFFECTED	120
235	1110002332	210090028	SHASHIKALA LAXMAN SHELKE	05-07-93	F	ST	FEMALE	118
236	1110001298	210105611	KANCHANA GOVIND LANDE	22-09-96	F	ST	FEMALE	118
237	1110001289	210079521	RUTUJA NATHSAHEB KHADE	06-09-02	F	NT-D	ORPHAN	118
238	2410000885	210103063	VIJAY HARIBHAU KADAM	28-11-77	M	GENERAL	EX-SERVICEMAN	116
239	2010000059	210087649	DATTATRAY SHIVAJI BHANDARE	20-12-83	M	GENERAL	EX-SERVICEMAN	114
240	2110002281	210057366	DINESH VISHWANATH KADAM	04-11-84	M	GENERAL	EX-SERVICEMAN	112
241	2110001977	210006331	BABASO SITARAM NARALE	29-06-85	M	OBC	EX-SERVICEMAN	112
242	2410000879	210083601	SHARAD JAGANNATH PATIL	15-08-84	M	NT-C	EX-SERVICEMAN	110
243	1610002108	210045696	SANDEEP MAHADEO DEOKAR	01-01-85	M	GENERAL	EX-SERVICEMAN	108
244	2110002245	210063845	RUSHIKESH BALASAHEB KALEWAGH	04-01-00	M	SC	SPORTS_PERSON	108
245	1710000011	210001942	SANDIP DAGADU DESHMUKH	06-05-83	M	GENERAL	EX-SERVICEMAN	106
246	1410000066	210003089	LAGAMANA BASAWANI KONURI	18-07-79	M	EWS	EX-SERVICEMAN	104
247	1110001769	210039107	VIJAY BHIMRAO KOLEKAR	04-10-84	M	NT-C	EX-SERVICEMAN	104
248	1610000001	210028156	SHIVENDRA ARUNKUMAR POL	05-02-98	M	SC	PWD-D&E	104
249	1710000073	210004841	SHIVAJI KISAN MOHITE	07-04-71	M	OBC	EX-SERVICEMAN	102
250	2410000235	210066843	VIKRAM ANANDA GUND	25-03-82	M	OBC	EX-SERVICEMAN	102
251	1110002302	210058742	POOJA DNYANESHWAR TEHRE	17-07-93	F	OBC	ANSHKALIN_EMP	102
252	2610000002	210098077	ASHISH KACHRU SHINGNE	13-06-99	M	SC	PWD-D&E	102
253	2410000219	210041442	PRASAD SURESH JADHAV	29-05-01	M	OBC	SPORTS_PERSON	96
254	1610001526	210010605	KISHOR DADASO GHADAGE	11-06-84	M	EWS	EX-SERVICEMAN	92
255	1210000266	210052687	AKANKSHA ANANDA BHILARE	19-03-97	F	GENERAL		170
256	1610000269	210084317	SANKET VIJAYKUMAR BONDRE	15-03-98	M	GENERAL		170
257	1110000339	210016395	MEGHA SARJERAO LAWAND	06-12-89	F	GENERAL		168
258	1110002314	210046738	KEDARNATH SUBHASH SHINDE	22-03-93	M	GENERAL		168
259	1610001389	210039397	VAIBHAV SHASHIKANT DEOGHARE	09-02-95	M	GENERAL		168
260	1610000781	210058044	SHUBHAM ANANDA PATIL	02-06-96	M	GENERAL		168
261	1610001311	210076806	NIKHIL MAHADEV NAGURDEKAR	28-11-98	M	GENERAL		168
262	1110002309	210100634	DINESH UDDHAV BHOSALE	10-10-96	M	GENERAL		166
263	1610000393	210095622	TEJAS CHANDRAKANT PATIL	07-05-97	M	GENERAL		166
264	1610000373	210069193	SUMIT SATISH DONGALE	10-09-97	M	GENERAL		166
265	1610001712	210048767	SAURABH SATISH ZANJURNE	05-04-98	M	GENERAL		166
266	1610000032	210085019	PRANAV LAHU PATIL	15-10-93	M	EWS		164
267	1110000759	210020748	SHAFIQ SHAMIM SAYYAD	13-07-94	M	EWS		164
268	2010001495	210059548	DHANRAJ ABHIMANYU YADAV	03-01-96	M	EWS		164
269	2010000526	210090375	PAVAN NARAYAN SHINDEPATIL	28-05-96	M	EWS		164
270	1610001190	210062746	SHUBHAM VIJAYKUMAR BANGAR	17-07-98	M	NT-C		164
271	1610000027	210058791	ADITYA SHIVAJI MADANE	13-11-99	M	NT-C		164
272	1110000558	210036274	SAGAR SUKHADEV DEVAKATE	04-10-93	M	NT-C		162
273	2410000093	210067832	SHUBHAM SHIVAJI ASWALE	27-06-96	M	OBC		162
274	1110000717	210000082	PRADEEP SANTOSH KSHIRSAGAR	30-09-96	M	OBC		162
275	2510000011	210102176	MRINAL KISHOR PATIL	23-02-97	F	OBC		162
276	1610000548	210076450	AKSHAY RAMRAO ADSUL	04-03-97	M	OBC		162

CANDIDATES LIST FOR DOCUMENT VERIFICATION (PUNE REGION)

S.R. NO.	ROLL_NO	REGT_NO	NAME	BIRTH_DATE	GENDER	CATEGORY	PARALLEL RESERVATION	TOTAL MARKS OBTAINED
277	2410000680	210049002	UDAYRAJE RUPCHAND JAGTAP	31-03-99	M	OBC		162
278	1610001199	210049621	SHAMBHURAJE TANAJI SORATE	26-05-99	M	NT-C		162
279	1310000021	210028754	SNEHAL RAVASAHEB MHETRE	07-12-99	F	OBC		162
280	1610002133	210027957	ADITYA RAJENDRA NAGARE	12-07-01	M	OBC		162
281	2410000217	210060677	KIRAN DADASO MADANE	10-04-91	M	NT-C		160
282	2010000697	210091671	PRADEEP RAMESHRAO SANAP	07-12-91	M	GENERAL	PROJECT_AFFECTED	160
283	2010001663	210002822	RAHUL SHRIRANG KATWE	14-01-93	M	OBC		160
284	2410000612	210099915	SAURABH RAJARAM MAHAJAN	09-09-95	M	OBC		160
285	1610000073	210059047	PUSHPAK RAVINDRAKUMAR SANAP	26-11-97	M	NT-D		160
286	2510000014	210069613	KAVITA SUKHDEV RAJPUT	30-09-90	F	GENERAL	FEMALE	156
287	2410000271	210108740	DHAIRYASHEEL BABASAHEB OMBASE	28-02-95	M	NT-D		156
288	1110000751	210048959	APOORVA DILIP WAGH	04-11-95	F	GENERAL	FEMALE	156
289	2010001411	210099318	SHRINATH BAPURAO GITTE	25-04-98	M	NT-D		156
290	2610000156	210056076	SNEHA ANIL PATIL	01-05-98	F	GENERAL	PROJECT_AFFECTED	156
291	1310000038	210045820	AISHWARYA MARUTI PATIL	28-12-95	F	GENERAL	FEMALE	154
292	1110000969	210005753	SUDARSHAN GAJANAN JATHAR	04-03-99	M	SBC		154
293	1410000510	210052493	PRAJAKTA SAMBHAJI PATIL	03-05-99	F	GENERAL	FEMALE	154
294	1610000043	210107968	MILIND BHAGWAN WAGHMARE	31-12-91	M	SC		152
295	1110000714	210081578	AKSHATA SURESH KARMALKAR	26-04-92	F	GENERAL	FEMALE	152
296	2510000166	210019623	POONAM PRADIP MAGAR	20-07-94	F	SC		152
297	1310000201	210030445	SUPRIYA SHRIMANT MANE	12-11-94	F	GENERAL	FEMALE	152
298	1110001690	210051997	SUNIL RAMESH JADHAV	10-02-96	M	NT-B		152
299	1510000120	210073257	ANKITA SHAHAJIRAO GAIKWAD	03-04-96	F	GENERAL	FEMALE	152
300	1210000059	210074357	DHANSHRI PRAKASH MANE	17-06-96	F	EWS	FEMALE	152
301	1610000635	210059784	SHIVAM RAJARAM DAVARI	17-07-96	M	NT-B		152
302	1110000630	210091639	SWARALI SHRIKANT JOSHI	09-04-97	F	GENERAL	FEMALE	152
303	2010000705	210072603	SHUBHANGI BABURAO BOBADE	30-09-97	F	EWS	FEMALE	152
304	1610000055	210059127	SANDESH VILAS GANESHACHARYA	07-01-98	M	SC		152
305	1110000517	210072629	SNEHA NAVANATH DIVEKAR	06-06-99	F	EWS	FEMALE	152
306	2010001093	210026463	ANIKET POPAT FULGAME	11-04-00	M	SBC		152
307	1310000211	210020314	PALLAVI ARUN KURANE	14-05-00	F	SC		152
308	1210000189	210041081	PRANOTI NAMDEV MANE	29-07-00	F	EWS	FEMALE	152
309	1410000046	210018453	PRANALI SHANKAR MHATUGATE	15-09-01	F	EWS	FEMALE	152
310	1510000157	210050066	SMITA SHRIKANT BHOSALE	26-05-95	F	EWS	FEMALE	150
311	2010000385	210075621	VRUSHABH RAJENDRA GIRI	07-06-98	M	NT-B		150
312	2010001679	210098071	ASHISH VIRENDRA RATHOD	11-03-99	M	VJ-A		150
313	1110001329	210058381	GIRISH BHAGWAN PAPARKAR	04-04-92	M	SBC		148
314	2010000056	210062496	RAMESH KISANRAO SANAP	03-07-93	M	NT-D	PROJECT_AFFECTED	148
315	1110002446	210066355	SUMIT NAVNATH GUND	06-04-99	M	GENERAL	PROJECT_AFFECTED	148
316	1310000238	210028231	TEJASWITA RANOJI MANE	02-01-94	F	VJ-A		146
317	1510000102	210063081	DNYANESHWARI TUKARAM GADHAVE	06-07-96	F	NT-C	FEMALE	146
318	2310000156	210048186	SONALI BHAVAKA KHEMNAR	01-07-97	F	NT-C	FEMALE	146
319	1310000048	210053188	PRAJAKTA SURESH KORABU	03-05-98	F	NT-C	FEMALE	146
320	1410000339	210045193	DHANASHREE DATTATRAY GURAV	11-10-98	F	OBC	FEMALE	146
321	1110001801	210059226	PRITI SHAHAJI MHETRE	13-02-00	F	OBC	FEMALE	146
322	1110002448	210023468	ROHIT VASANT RATHOD	18-11-01	M	VJ-A		146
323	1410000265	210007530	RAJARAM DATTU PATIL	09-12-86	M	GENERAL	PROJECT_AFFECTED	144
324	1410000271	210068844	KETAKI SURESH PARDESHI	30-01-96	F	NT-B	FEMALE	144
325	2010001048	210044235	NIKITA RAVINDRA BHURE	13-10-97	F	OBC	FEMALE	144
326	2310000184	210090560	SHAMAL KONDIBHAU BORHADE	24-12-99	F	OBC	FEMALE	144
327	1410000101	210069317	VAIBHAVI RAVINDRA DIGE	02-07-96	F	OBC	FEMALE	142
328	2010001125	210052905	ROHITKUMAR SANJAY ITKAR	30-03-97	M	VJ-A		142
329	1410000446	210109213	SAPANA BALASO BORE	10-07-97	F	NT-B	FEMALE	142
330	2410000109	210052858	RAGINI SATISH AHIRE	07-12-97	F	OBC	FEMALE	142
331	1110001190	210029118	HARSHADA VILAS SAPKAL	17-12-97	F	OBC	FEMALE	142
332	1110000008	210056139	SNEHA RAJAN HADKE	27-06-93	F	OBC	PWD-C	140
333	2410000598	210084608	ANUJA HEMANT VANJARI	10-03-94	F	NT-D	FEMALE	140
334	2010000860	210033319	MILIND ARUN CHAVAN	20-05-96	M	VJ-A		140
335	2410000437	210075005	ABHISHEKH NANASAHEB SAWANT	27-08-00	M	GENERAL	SPORTS_PERSON	140
336	2010001463	210090309	ARCHANA SUBHASH KANTHALE	10-05-94	F	NT-D	FEMALE	138
337	210062254	210062254	HARISH RAJESH MASKE	30-05-98	M	ST		138
338	1110002217	210002248	SNEHA VIJAY WALKOLI	26-04-00	F	ST		138
339	1410000006	210043927	BHALCHANDRA NAMDEO KAPASE	09-06-01	M	OBC	PWD-C	138
340	1110002233	210083695	NEHA BHIMRAO MHETRE	09-03-94	F	SC	FEMALE	136
341	2510000177	210062824	DATTATRAY CHAITRAM VALVI	19-05-94	M	ST		136
342	1110002228	210081800	ASHVINI KUMAR BIRAJDAR	20-05-95	F	GENERAL	EARTHQUAKE_AFFECTED	136
343	1510000087	210000719	PRIYANKA ISHWAR CHANDANSHIVE	25-06-97	F	SC	FEMALE	136
344	2410000122	210073106	RITIKESH NAMDEV SHINGADE	07-10-98	M	ST		136
345	1510000077	210071670	NANDINI SHANKAR ARGONDA	04-09-00	F	SBC	FEMALE	136

CANDIDATES LIST FOR DOCUMENT VERIFICATION (PUNE REGION)

Sr. No.	Roll_No	Regt_No	Name	Birth_Date	Gender	Category	Parallel Reservation	Total Marks Obtained
346	1610000545	210075121	RAHUL SHIVAJI JADHAV	05-06-91	M	EWS	PROJECT_AFFECTED	134
347	1110001797	210064780	SONALI TANAJI SHERKHANE	28-05-93	F	SC	FEMALE	134
348	1410000003	210088970	RAJANI HARI GAIKWAD	15-06-97	F	GENERAL	PWD-C	134
349	2010000287	210045113	AMRUTA ASHOK GALANDE	08-01-98	F	SBC	FEMALE	134
350	1410000581	210091156	RATNAPRABHA KERBA DHAMMRAKSHIT	20-11-98	F	SC	FEMALE	134
351	1110000019	210089745	VISHAL RADHESHYAM CHAUHAN	05-04-97	M	GENERAL	PWD-C	132
352	1410000613	210016008	AKASH ABHAY NAIK	23-10-97	M	EWS	SPORTS_PERSON	132
353	1110000795	210089954	SHUBHAM MOHAN NALAWADE	16-03-99	M	EWS	PROJECT_AFFECTED	132
354	1610000243	210052331	AJIT BALASO KHOT	15-08-97	M	GENERAL	SPORTS_PERSON	130
355	1110000960	210064409	PRITI NARAYAN WANVE	23-10-97	F	NT-D	FEMALE	130
356	1610000974	210006749	NITIN SUDAM MALI	14-05-98	M	ST		130
357	1510000007	210053679	NIKHIL SAHEBRAO DESHMUKH	29-04-99	M	GENERAL	PWD-C	130
358	2010001037	210059943	RAMEEZ MAHAMADRAFI TAMBOLI	07-03-91	M	GENERAL	EARTHQUAKE_AFFECTED	128
359	2010000420	210061006	MAINA GAUTAM GHANTE	06-10-96	F	SBC	EARTHQUAKE_AFFECTED	128
360	2010000454	210011331	ADITYA SUNIL DESHMANE	15-06-98	M	OBC	PROJECT_AFFECTED	126
361	1310000003	210066789	ROHIT UTTAM BHAGAT	25-05-95	M	GENERAL	PWD-C	124
362	2110002027	210020776	SHUBHAM ATMARAM WADKAR	17-09-96	M	OBC	PROJECT_AFFECTED	124
363	1110001063	210040582	SANDIP SUKHADEO GODASE	06-11-97	M	OBC	PROJECT_AFFECTED	124
364	1610001476	210053999	SHUBHAM APPASO SONALKAR	06-01-02	M	GENERAL	SPORTS_PERSON	124
365	1510000017	210040264	SHIVARAJ YASHWANT BANDGAR	03-06-00	M	NT-C	PWD-B	122
366	1610000457	210017802	ANIKET SAMBHAJI SAWANT	04-12-98	M	GENERAL	SPORTS_PERSON	120
367	1210000077	210082432	PRANALI PRAKASH JADHAV	16-08-99	F	VJ-A	FEMALE	120
368	1410000397	210075115	SHRADHA ANIL PUJARIGADIWADAR	27-01-93	F	VJ-A	FEMALE	118
369	1110002680	210103114	AKSHAY FULCHAND SUTAR	11-03-95	M	OBC	PROJECT_AFFECTED	118
370	1110000004	210052030	VAIBHAV GORAKHNATH WAGALGAVE	26-04-96	M	NT-C	PWD-A	118
371	1110000337	210090711	AKSHAY RAJENDRA PATIL	19-10-96	M	EWS	SPORTS_PERSON	118
372	1610001162	210021222	POONAM KASHINATH SUPE	12-07-97	F	ST	FEMALE	118
373	1110002168	210095119	ASHWINI ANIL VETAL	31-03-01	F	VJ-A	FEMALE	118
374	1110002439	210081082	ANITA VISHNU LANGHI	22-12-93	F	ST	FEMALE	116
375	1110002338	210015742	SHAMALEE VIKAS KATHE	01-11-97	F	ST	FEMALE	116
376	1110001358	210090888	NEHA ARUN PATEKAR	28-08-99	F	ST	FEMALE	116
377	1110000026	210099832	JAYANT PRADIPKUMAR MORE	29-07-91	M	GENERAL	PWD-B	114
378	2510000214	210099278	SHRADDHA DHANJI KOKANI	02-09-98	F	ST	FEMALE	114
379	1110001381	210085018	SHRIKRISHNA VIJAY PATIL	23-07-98	M	EWS	SPORTS_PERSON	110
380	1110000001	210017004	KIRAN ANANDA PATIL	25-06-88	M	GENERAL	PWD-A	108
381	2110002114	210049099	AKSHAY SANJAY FULZELE	11-10-99	M	SC	PWD-B	108
382	2010000013	210057806	DATTATRAYA BALAJI SHINDE	20-06-96	M	EWS	EARTHQUAKE_AFFECTED	106
383	1410000146	210032214	DADASO SADASHIV PATIL	26-05-79	M	GENERAL	EX-SERVICEMAN	98
384	2110002112	210077654	VIJAY WASUDEORAO AMBHORE	11-07-84	M	SC	PWD-A	98
385	1410000174	210019437	UMESH RAMGONDA PATIL	14-12-84	M	GENERAL	EX-SERVICEMAN	98
386	1110002083	210063028	GANESHPRASAD SANJAY SAPATE	28-03-99	M	SC	SPORTS_PERSON	96
387	2410000242	210072874	HIRACHAND BHUJANGRAO GANJE	07-05-73	M	GENERAL	EX-SERVICEMAN	94
388	1610001241	210025994	AJIT MANSING PAWAR	21-07-84	M	GENERAL	EX-SERVICEMAN	94
389	1610001557	210030440	ASHOK DILIP GORDE	15-06-85	M	GENERAL	EX-SERVICEMAN	94
390	1610000956	210024016	ABHISHEK VITTHAL DHUMAL	15-02-99	M	GENERAL	ORPHAN	94
391	1110000627	210071605	DIPALI HANUMANT GIRAMKAR	22-10-98	F	OBC	ORPHAN	92
392	2010001575	210087562	AMIT RAJENDRA BIRAJDAR	13-05-93	M	EWS	EARTHQUAKE_AFFECTED	90

कागदपत्रे पडताळणी/तपासणी कामी उमेदवारांसाठी सर्वसाधारण सुचना

- वरील वेळापत्रकाप्रमाणे संबंधीत उमेदवारांनी नमुद ठिकाणी कागदपत्रे पडताळणी / तपासणी कामी त्यांचे आवश्यक सर्व मुळ कागदपत्रे व कागदपत्रांच्या २ छायांकित प्रतींसह उपस्थित रहाणेचे आहे.
- कागदपत्रे पडताळणीच्या वेळापत्रकामध्ये बदल करण्याबाबतच्या कोणत्याही अर्जाचा विचार केला जाणार नाही याची नोंद घ्यावी.
- कोणताही उमेदवार त्याला नेमलेल्या तारखेस कागदपत्रे पडताळणीसाठी उपस्थित न राहिल्यास पदभरतीकामी पुढील पात्र उमेदवारास संधी देण्यात येईल.
- कागदपत्रे पडताळणी कामी आवश्यक मुळ कागदपत्रे सादर करणे आवश्यक आहे. उमेदवाराने प्रमाणपत्र मिळणेकरीता सादर केलेल्या अर्जाच्या पावत्या ग्राह्य धरल्या जाणार नाहीत.

पडताळणी कामी आवश्यक कागदपत्रे -

- सक्षम प्राधिकार्याने निर्गमित केलेले महाराष्ट्राचे अधिवास प्रमाणपत्र (Domicile Certificate)
- माध्यमिक शालांत परिक्षा प्रमाणपत्र
- औद्योगिक प्रशिक्षण संस्थेकडील सर्व्हेक्षक व्यवसाय प्रमाणपत्र (ITI Surveyor)

किंवा

- मान्यताप्राप्त संस्थेकडील स्थापत्य अभियांत्रिकी पदविका प्रमाणपत्र
(Diploma in Civil Engineering)

किंवा

- मान्यताप्राप्त विद्यापिठाकडील स्थापत्य अभियांत्रिकी पदवी प्रमाणपत्र
(Bachelor of Civil Engineering / B. Tech. (Civil Engineering)
- माजी सैनिक उमेदवारांच्या बाबतीत औद्योगिक प्रशिक्षण संस्थेकडील सर्व्हेक्षक अभ्यासक्रमाशी समकक्ष असणारे संरक्षण विभागाकडून दिलेले ट्रेड प्रमाणपत्र. (Trade Certificate equivalent to civil trade “Surveyor”.)
- टंकलेखन / संगणक टंकलेखन प्रमाणपत्र
 - मराठी किमान ३० श.प्र.मि.
 - इंग्रजी किमान ४० श.प्र.मि.
- संगणक हाताळणे बाबत प्रमाणपत्र (MS-CIT or etc. as per GR)
(टंकलेखन व संगणक बाबत अर्हता धारण न करणाऱ्या उमेदवारांनी नियुक्ती दिनांकापासून २ वर्षांच्या आत सदर अर्हता धारण करणे आवश्यक राहिल.)
- माजी सैनिक उमेदवारांचे संरक्षण खात्याकडील सेवानिवृत्तीबाबत कागदपत्रे. जिल्हा सैनिक कल्याण कार्यालयाकडे नाव नोंदविल्याबाबत नोंदणीपत्र / प्रमाणपत्र.
- प्रकल्पग्रस्त / भूकंपग्रस्त उमेदवारांचे सक्षम प्राधिकारी यांनी निर्गमित केलेले प्रमाणपत्र.
- अनुसुचीत जाती व अनुसुचीत जमाती प्रवर्गातील उमेदवार वगळता इतर सर्व मागासप्रवर्ग तसेच खुल्या प्रवर्गातील महिला आरक्षणाचा लाभ घेऊ इच्छिणाऱ्या महिला उमेदवारांचे उन्नत व प्रगत गटात मोडत नसल्याबाबतचे प्रमाणपत्र (Non-Creamy Layer Certificate).
(सदर प्रमाणपत्र आर्थिक वर्ष २०२०-२१ किंवा २०२१-२०२२ करीताचे असावे.)
- खेळाडू उमेदवारांचे, ते ज्या विभागातील रहिवाशी आहेत त्या विभागाच्या विभागीय उपसंचालक यांचेकडून क्रिडा प्रमाणपत्राची योग्यता व खेळाडू कोणत्या संवर्गाकरीता पात्र ठरतो याबाबत प्रमाणित केलेले प्रमाणपत्र.

- अंशकालीन उमेदवाराने जिल्हा रोजगार व स्वयंरोजगार मार्गदर्शन केंद्रामध्ये नोंद केल्याबाबतचे प्रमाणपत्र.
- अनाथ उमेदवारांच्या बाबतीत महिला व बाल विकास विभागाकडील दि. ०६/०६/२०१६ रोजीच्या शासन निर्णयानुसार सक्षम प्राधिकाऱ्याने दिलेले अनाथ प्रमाणपत्र.
- शासकीय / निमशासकीय सेवेतील कर्मचाऱ्यांनी त्यांचे विभागातील सक्षम प्राधिकाऱ्याच्या पुर्व परवानगीबाबत कागदपत्रे. तसेच सध्या ज्या शासकीय / निमशासकीय सेवेत आहेत त्या कार्यालयाकडील ना मागणी / ना विभागीय चौकशी प्रमाणपत्र.
- महाराष्ट्र नागरी सेवा (लहान कुटुंबाचे प्रतिज्ञापन) नियम, २००५ अन्वये विहित नमुन्यातील लहान कुटुंबाचे प्रतिज्ञापन.

OMSHREE INDUSTRIES

Plot No. 298, Sect No. 10, PCNTDA, Bhosari MIDC, Pune – 411026,

E Mail- omshree147@gmail.com

OFFER LETTER

Date: 15th December 2021

To: HARSHAD MORE

Dear Harshad,

Based on your interview, we are pleased to offer you the position of Business Development Executive with an annual Total Fixed Salary of INR 4.50 Lacs (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

You will directly report to Sr. Branch Manager Branch Operations and will be located at Pune.
As discussed, your date of joining will be Friday, 16th December 2021 or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.

Hridiya Maruti Patil
AVP – Human Resources & Administration



Ref: CGSA/CTIL/SCP/RR

Miss HARSHADA CHOPADE

Date: 4th April 2022

Subject: Letter of Offer & Appointment

Dear HARSHADA

This is with reference to our discussions for the role with Cummins Technologies India Ltd., we are pleased to communicate your appointment. Please find details of your Offer

BUSINESS TITLE	: SUPPLY PLANNING COORDINATOR
GLOBAL POSITION PROFILE	: SUPPLY PLANNING COORDINATOR - LEVEL III
LOCATION	: Pune
SALARY GRADE	: JM2
DATE OF JOINING	: 25 th April 2022

Annual Total Compensation: Your annual total compensation will be Rs. 6,50,186/- (Rs. Six Lakh Fifty Thousand One hundred and Eighty-Six only), excluding Indirect Benefits. Pls. Refer to Annexure A for detailed salary break up.

Relocation Reimbursement: Outstation candidates shall be eligible for a One-Time reimbursement of the relocation expenses, as per Company policy. The details of Relocation benefits are enclosed in Annexure B

Notes:

1. The attached Compensation sheet (ANNEXURE A) includes your total compensation including Guaranteed Cash, Performance Pay (at payout factor 1) & Retirals.
2. Total Compensation however, does not include any indirect benefits, which are over and above, as per policy
3. Performance pay is governed by the provisions of Annual Variable Pay Policy
4. This offer is subject to you clearing our Background Verification process and pre-employment medical examination. In the event of any discrepancy being found as the result of the background verification check, the Company retains the right to terminate the employment with immediate effect.
5. The details shared above are strictly confidential and not to be disclosed.

This offer is valid subject to your joining on the date mentioned above. You are requested to communicate your acceptance and acknowledgement of offer on or before (a week's time from date of issue) through an email or by sending us a duplicate copy of this Offer letter with your signature and date mentioned on it, failure to which, the offer will be deemed invalid.

Please feel free to reach Nilesh T Gaikwad (nilesh.gaikwad@cummins.com) for any questions on the same. We look forward to the pleasure of having you on board for a long and fruitful association.

For Cummins Technologies India Ltd.

Digitally signed
by Veena Shah
Date:
2022.04.04
10:11:24
+05'30'

Veena
Shah

Veena Shah
HR Leader - CGSA

Cummins Global Services and Analytics
Division of Cummins Technologies India Private Limited
(Formerly known as Cummins Technologies India Limited)
Registered Office
Cummins India Office Campus
Tower A, 2nd, 4th and 8th Floor, Survey No. 21
Balewadi, Pune 411 045, Maharashtra, India
Phone +91 20 67067000, 39651000
Fax +91 20 67067011/18
cumminsindia.com
ctipl@cummins.com

CIN: U29113PN1994FTC139I53



GOVIND MILK & MILK PRODUCTS PVT. LTD

Head office-Ganeshsheri, Pandharpur Road, Kolki, Tal. Phaltan, Dist. Satara-415523, Maharashtra, India
Phone no. 02166-221302, 7350017851, 7350017852 Fax: (+91) 02166226025

Email – contact@govindmilk.com

Offer Letter

Name: KAJAL CHANGDEV SHINDE

Address: Flat no 13, Samruddhi Society , Near gliding center Sasane nagar, Hadapsar

Post Code: 411028

Date: 6th May 2021

Dear Kajal,

We are pleased to confirm that **Govind Milk & Milk Products Pvt Ltd** would like to formally offer you the position of "Sr Analyst" subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Satisfactory pre-employment Additional Information questionnaire.
- c) Evidence of qualifications (original certificates).
- d) Satisfactory PVG Scheme clearance.
- e) Evidence of eligibility to work in the UK.
- f) Valid, current driving license.

[Your employment shall be subject to an initial probationary period of no. of months during which your performance and conduct will be monitored.]

On your first day, you should bring your passport (and other documentation, if necessary) and P45. Copies will be taken of these documents for our records.

Your commencing salary will be **500000 per annum**. [Your employment does not attract bonus payments.]

The other terms and conditions of employment are set out in your Terms and Conditions of Employment. The Terms and Conditions of Employment, along with this Offer Letter, will form your contract of employment.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document or the document to us as soon as possible.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

If you have any questions concerning the terms of our offer please let us know as soon as possible and we will do all we can to ensure they are answered.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely



Govind Milk & Milk Products Pvt. Ltd. Phaltan

Vijay Parte
Senior Officer



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

JR68807/P/TV/06-Mar-2021

To:
KOMAL DHADAGE
Pune.

Subject: Offer of Employment

Dear Komal

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

Position	Lead Analyst
Grade	F2
Location	Full time at Pune
Probation Period	Six Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	08 April 2021

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 50,000
Performance Bonus	: Rs. 60,000
Total Compensation	: Rs. 600,000
Cost To Company	: Rs. 710,000

Annual Performance Incentive payout will be made annually as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,

A handwritten signature in black ink, appearing to read 'Mamta Wasan', is positioned above the printed name.

Mamta Wasan
Senior Vice President – Human Resources



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

ANNEXURE – A

Name	Komal Dhadge
Designation	Lead Associate – Plan Administration

Compensation Breakup:

<u>ANNEXURE - Compensation and Benefits</u>		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	20,310	243,720
House Rent Allowance	10,155	121,860
Flexi Benefit Plan [^]	17,856	214,266
<u>Employer's contribution to Provident Fund @ 12% of Basic Salary</u>	2,437	29,244
TOTAL FIXED PAY (A)	50,758	609,090
PERFORMANCE BONUS (B) *		60,910
TOTAL COMPENSATION (A+B)		710000
ANNUAL BENEFITS (C)		
Benefit Particulars	Amount (PA)	
Gratuity (As per payment of Gratuity Act)	11,723	
Premium paid by the employer for GHMI**	11,400	
Premium paid by the employer for GPA**	342	
COST TO COMPANY (A+B+C)	710000	

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary as per the criteria under the plan. Amounts payable under this plan are subject to the terms and conditions of the plan. Plan details are at the sole discretion of the company and subject to change.

* Fixed Bonus and Performance Bonus are adjustable against any Statutory Bonus payable (if applicable)

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

[^] Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

OFFER LETTER

Date: 15th December 2021

To: Kapil Keshavrao Shinde

Dear NILESH

Based on your interview, we are pleased to offer you the position of Sr Team Analyst with an annual Total Fixed Salary of **INR 3.80 Lacs** (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

You will directly report to Sr. Branch Manager Branch Operations and will be located at **Pune**.
As discussed, your date of joining will be Friday, **16th December 2021** or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.

Sincerely,



Liton Saha
AVP – Human Resources & Administration

Annexure -1

Salary Components	Amount PA (in INR)
PART-A GROSS PAY	
Basic Salary	620000
HRA	102000
Personal Allowance	64008
Statutory Bonus	45728
TOTAL GROSS PAY	9,02,000
PART-B REIMBURSEMENTS	
Telephone & Internet Reimbursement	0
Book Reimbursement	0
Sodexo Food Pass	0
Leave Travel Allowance (LTA)	0
Petrol and Vehicle Maintenance Reimbursement	0
Child Study Scholarship and/or Self Professional Upgradation Reimbursement	0
Company Car for official work/purpose	0
TOTAL REIMBURSEMENTS	0
PART-C STATUTORY / RETIRALS	
Employer's Contribution to Provident Fund	21600
Gratuity	8664
ESIC	0
TOTAL STATUTORY / RETIRALS	30,264
TOTAL FIX PAY (A+B+C)	9,94,000
PART-D ON TARGET VARIABLE PAY	
On Target Variable pay (earning potential)	28,800
TOTAL ANNUAL ON TARGET COMPENSATION (OTC)	9,94,000

Note:

1. You will also be eligible for Variable Pay as per Pay Policy, if applicable.
2. You will receive salary, and all other benefits forming part of your salary subject to, and after, deduction of Tax in accordance with applicable laws.
3. You will also be eligible for Insurance benefits as per Insurance Policy, if applicable.

Annexure -2

1. Proof of Date of Birth
2. Aadhaar Card
3. PAN Card
4. 10th Class Certificate
5. 12th Class Certificate
6. Graduation Certificate
7. Professional Qualification Certificate(s)
8. Experience letters from all Companies you worked for, including current Company
9. Latest Passport size-coloured photographs (4 Nos.)



EMPLOYMENT OFFER LETTER

Cappgemini Ref: 3740276/1228303,

03/07/2022,
Krishna Rajgopal Karwa.

Rasta Peth, Gajasmruthi Apartment, Flat No.401, Near Power house, Pin code - 411011
Pune, Maharashtra
India.

Confidential

Dear Krishna Rajgopal Karwa,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappgemini Technology Services India Limited ('Cappgemini' or 'Company') starting from 03/08/2022 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Analyst/A4.
- B) You will be required to work at the Company's offices in Pune.
- C) You have to report by 8:30 am at Pune office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Ground to 14th Floor of Development Block 1, Plot No 14,
Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057

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

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

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

Analyst

Rs. 300,002.00

Total Cost to Company (CTC).

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.3,679.00	Rs.44,148.00
Advance Statutory Bonus **	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.21,828.00	Rs.261,936.00
Employee's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		Rs.7,802.00
Medical, Accident & Life Insurance Premium		Rs. 300,002.00
Total Cost to Company		

Notes:

1. The payroll processing will be as per Company policy notified from time to time.
2. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc.), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
3. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
4. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law. The Benefits (Accidental, Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

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

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

NOTE:

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

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

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

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

G.) Probationary Period:

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

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

...verification process. As a part of this process all the personal and professional information provided by you is verified, therefore you agree to undergo such additional checks when required. Capgemini will not take any individual approval for the same.

...Experience & Employment(s) Credentials. Capgemini will not take any individual approval for the same. (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

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

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

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

Form 16 - Part A only.

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

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

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

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

Court Verification Forms

- Court Record form

Note:

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

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

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

Important points to note:

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

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

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

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

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

Best Regards,
Team HR

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Aishwarya Chambers, 3rd Floor, A-8, Rukminipuri Colony, A. S.
Rao Nagar, As Rao Nagar, Hyderabad-500062

Offer of Employment

Dear,
KHUSHAL GANPAT KAMDI,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "**Analyst**" in "**Aster Dependable services**". The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **April 18, 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical check-up in our prescribed medical centre.

The formal Appointment Letter will be issued to you upon your joining the services of the Company.

As a token of your acceptance of the above, please sign and return the duplicate copy of this letter.

Thanking you,

Yours sincerely,

A handwritten signature in black ink, appearing to read "Pranjali Mehta", is written over a light pink rectangular background.

Pranjali Mehta

HR Manager

Aster Dependable Services



ALWAYS YOU FIRST

Date: December 16, 2021

Job Offer Title: Senior Bank Officer-Household

MALLAYYA GADAGAYYA MATHAPATI

Dear Mallayya,

We are pleased to make an offer to you as "Senior Officer" within Retail Banking - Retail Liabilities function at IDFC FIRST Bank Limited (the "Bank"). You shall join the Bank on or before **21/Mar/2022** ("Date of Joining"). Your Total Fixed Pay ("TFP") will be **Rs. 4,00,000/- (Rs. Four Lakh only)** per annum. Details maybe referred in Annexure A. The position is currently based at **Pune**.

Your final appointment is subject to your being medically fit to perform your role effectively. It is also based on verification of information and particulars submitted by you, including the undertaking authorization given by you at the candidate application stage.

Kindly confirm your acceptance to this offer of employment within 3 days of receipt of this offer post which the offer stands cancelled.

A. You are requested to complete the joining formalities immediately on the authorized online portal of IDFC FIRST BANK and submit/confirm the submission of the documents as required by the bank. The detailed list of documents to be submitted will be communicated separately.

- i. Certificates in support of your highest educational and/or professional qualifications,
- ii. Proof of date of birth,
- iii. Certificates in support of your previous employments,
- iv. Your recent passport size photograph,
- v. Copy of your resignation duly accepted by your current employer.

Please note that you are required to keep the details of the salary & other perquisites / benefits offered to you, strictly confidential and not to share information regarding the same with anyone.

We look forward to a successful and pleasant association with you at IDFC FIRST Bank.

Warm Regards,
Human Resources
IDFC FIRST Bank



Date : 29/11/2021

Offer of Employment

To

MRUNAL SONAWANE

Survey No 23, Plot NO 4 Righad, Satara 402303

Dear Mrunal,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Sales Executive in Ultra Precision Industries**. The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **Dec 3rd 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical checkup in our prescribed medical center.

The annual starting salary for this position is 300000 to be paid and which is starting on 1st December 2021.

Your employment with **Ultra Precision Industries**. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.



ULTRA PRECISION INDUSTRIES

(AN ISO 9001 : 2015 CERTIFIED CO.)

Please confirm your acceptance of this offer by signing and returning this letter by 29th November 2021.

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

Regards,



**For Ultra Precision Industries,
Business HEAD**

Ultra Precision Industries

Plant -1 : S-117 / 1, Vikas Nagar, Near Vishwavilas Bharat Gas, MIDC, Bhosari, Pune - 411026
Maharashtra, India. Mob.no: 9921707097

HRD/2T/1001948114/21-22

December 21, 2021

Mr. Nahin Khajulal Bagwan
Bagwan Galli
Kurduwadi
Kurduwadi-413252
India

Ph: +91-9552395142

Dear Nahin,

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: 2021.12.21 20:55:07 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/1001948114/21-22

December 21, 2021

Mr. Nahin Khajulal Bagwan
Bagwan Galli
Kurduwadi
Kurduwadi-413252
India

Ph: +91-9552395142

Dear Nahin,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **27-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.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

Passport and Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR **18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

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

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

ANNEXURE - I

(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Nahin Khajulal Bagwan			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
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)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
FIXED GROSS SALARY (1+2+3)				18,581
TOTAL GROSS SALARY				18,581
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



GOVIND MILK & MILK PRODUCTS PVT. LTD

Head office-Ganeshsheri, Pandharpur Road, Kolki, Tal. Phaltan, Dist. Satara-415523, Maharashtra, India
Phone no. 02166-221302, 7350017851, 7350017852 Fax: (+91) 02166226025

Email – contact@govindmilk.com

Offer Letter

Name: NITEESH BALASAHEB ROKADE

Address: Plot No 34, lane no 5, Neetaji Nagar.

Post Code: 410041

Date: 6th May 2021

Dear Niteesh,

We are pleased to confirm that **Govind Milk & Milk Products Pvt Ltd** would like to formally offer you the position of Application Development Associate subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Satisfactory pre-employment Additional Information questionnaire.
- c) Evidence of qualifications (original certificates).
- d) Satisfactory PVG Scheme clearance.
- e) Evidence of eligibility to work in the UK.
- f) Valid, current driving license.

[Your employment shall be subject to an initial probationary period of no. of months during which your performance and conduct will be monitored.]

On your first day, you should bring your passport (and other documentation, if necessary) and P45. Copies will be taken of these documents for our records.

Your commencing salary will be **500000 per annum**. [Your employment does not attract bonus payments.]

The other terms and conditions of employment are set out in your Terms and Conditions of Employment. The Terms and Conditions of Employment, along with this Offer Letter, will form your contract of employment.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document or the document to us as soon as possible.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

If you have any questions concerning the terms of our offer please let us know as soon as possible and we will do all we can to ensure they are answered.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely



Govind Milk & Milk Products Pvt. Ltd. Phaltan

Vijay Parte
Senior Officer

Date: 14th MARCH, 2020

REF: TFMILLP/HR/20-21/170

To,
Mr. NIKHIL ANIL KUNDGAR
Pune,

Dear Mr. NIKHIL ANIL KUNDGAR,

Warm Greetings,

We M/s. Tirumala Facility Management Pvt.Ltd. based at Pune are pleased to hire your services as "Field Service Engineer" at our client Site with following terms and conditions.

We are a service based company undertaking to perform certain areas of professional works / services to the Client Organization. Your terms of employment with us will be as per the terms and conditions set forth herein below;

1. You will be paid a Monthly Gross remuneration of INR 17,118/-(Rupees Seventeen Thousand One Hundred and Eighteen Only) per month Gross from the date of your reporting to the duty and other allowances & perquisites applicable to you are indicated below.
2. You shall devote yourself exclusively to the business of the company. You may be deputed to any of our client organization to effectively carry out the work/services. You will not take up any other work for remuneration (part time or otherwise) or work in any capacity or be interested directly or indirectly in any other trade or business during the employment with the company, without the prior permission in writing of the company.
3. You will not at any time, without our consent and the Client Organization's consent in writing disclose or divulge or make public except on legal obligation any information regarding the company's affairs or the Client Organization's information in whatsoever manner or Administration or Research carried out by the Client Organization whether the same may be confided to you or become known to you in course of your services or otherwise.
4. Your services are being hired on the basis of your particulars such as qualification, experiences etc., and in case of any information as given by you, found false or incorrect, your services will deem to be void and liable for termination without any notice.
5. You will be covered under ESI, PF , Medclaim, Personal Accident Insurance & other Statutory as per the applicability and eligibility and necessary deductions towards your contributions shall be done from the amount payable to you. The relevant Taxes as applicable will be deducted as per statutory rules.
6. You will be entitled to 21 days leaves per annum apart from the general holidays.
7. In case you are charged for misconduct/ misbehavior/ fraud during your service with us, you will be suspended from service immediately and if the charges are proved against you, your service will be liable for dismissal forthwith, notwithstanding the recovery of the monetary loss suffered by the company on account of such acts in addition to any legal action both civil and criminal which may be instituted against you in respect of such misconduct/ fraud.

8. Your services will be terminable by either side by giving to the other 30 days written notice or remuneration in lieu of such notice. You will be governed by and will abide by rules and regulations of the client's company in force from time to time.

Description	Monthly Salary
Employee Name	Mr. NIKHIL ANIL KUNDGAR
Designation	FIELD SERVICE ENGINEER
Basic	14,915
HRA	961
Conveyance allowance	0
Other Allowances	0
Medical Allowance	0
Bonus	1242
I.Total Gross (Rs)	17,118
Deductions :	
Provident Fund	1790
ESI	128
P T	200
II.Total Deductions(Rs)	2118
III.Net Salary (Rs)	15,000

Yours sincerely,
For



Tirumala Facility Management Pvt.Ltd.

-----For the Employee-----

I, Imran Sayed have gone through and understood the above mentioned terms and conditions in the offer and I hereby accept the above terms. The same are acceptable to me and I undertake to be bound by the same.

Signature _____

Place :

Name _____

Date :



TSS Consultants Pvt Ltd
602/603 6TH FLOOR TRADE LINK A BLOCK
KAMALA MILL COMPOUND LOWER PAREL WEST MUMBAI

To,
Mr. YASHODHAN DADASAHEB OMASE

Phone – 9921486698

Dear

Mr. Yashodhan,

This has reference to your application and subsequent personal discussion & interview you had with us, we are pleased to offer you a position of Associate Business Analyst at total annual salary of **Rs. 3,50,240 (Cost to Company)** as per **Annexure**. Your date of joining is **10.12.2021**.

Your place of posting would be **TSS Consultants Pvt Ltd**. This shall be subject to change as per company's requirement at different times, which will be accepted by you.

1. In case you are reimbursed with your notice period recovery from your previous employer, same shall be recovered with an interest of 12% PA from you, if you leave your services voluntarily before two years of services with us.
2. This offer of employment is subject to satisfactory reference check reports and verification of all the documents mentioned bellow. A detailed letter of appointment covering terms and conditions shall be issued to you upon your joining the organization.
3. The management reserves the right to withdraw this offer in case any of the information provided by you at the selection stage is found misleading or misrepresented.
4. You are advised to report on the joining date to the HR department along with the documents as per following documents.
 1. Appointment letter of the last company.
 2. Experience Certificates of Last 2 companies.
 3. Increment letter of the last company.
 4. Salary slip and Bank account statement for last 3 months.
 5. Resignation letter and relieving letter of last companies.
 6. Tax calculation sheet or form 16
 7. PAN Card & Aadhar copy
 8. Permanent and present address proof.
 9. Date of Birth proof.
 10. Copies of S.S.C. / H.S.C. / Graduation / Post- graduation / other mark sheets and certificates for our reference.
 11. Passport size photo (3 nos.)
 12. Medical Fitness Certificate & Blood Group.
 13. You need to be present in Formals (White Shirt with Blazer) for Photograph as per company Guideline.

06/04/2022

Miss VRUSHALI SANGHRATNA SAWANT

Dear Vrushali Sawant

Based on earlier discussions, it is our pleasure to extend the following letter of employment to you with TELUS International (legally registered as Xavient Software Solutions India Pvt. Ltd. and hereinafter referred to as "TELUS International"). We look forward to your joining our dynamic team and welcoming you on board. We believe that your background and experience is an excellent match to our requirement and we are pleased to offer you the position of Sr. Network Analyst on a probationary basis with the Company on the following terms and conditions:

Date of Commencement:

Your probationary employment will commence on 08/04/2022 and will continue for a period of six months.

Salary:

Your total gross compensation on joining Xavient would be INR ₹770,000.00, **[Seven Lakh Seventy Thousand only]** per annum.

Your compensation would be subject to tax deductions at source and PF deduction as per applicable laws. PF deduction will be optional in the following cases:-

- 1) If Your basic salary is more than Rs 15000 per month, and**
- 2) You have never been a member of PF scheme in any of your previous employment or if you have been a member of PF scheme in any of your previous employment, you have withdrawn PF amount and the same has been credited to any of your bank account before joining TELUS International .**

In case PF deduction is applicable on you on mandatory basis as per law or you voluntarily opt for it, it will be 12 % of qualifying amount (i.e. Rs 15000) by default unless you opt for 12 % of your entire basic salary. In either of the options, employer contribution to PF will form part of your CTC.

You will be on probation for six months from your date of joining as per company policy.

Location:

Your present job location will be Bengaluru.

As discussed, you would be required to commute on your own during normal office timings. While working in shifts (which starts either before 8 am or ends after 8 pm) you will be provided with cab (to only Bengaluru region).

This offer of employment is based on the premise that all information given by you in your resume and in our discussions is correct and verifiable, and that you deem yourself to be medically fit for this position.

At the time of joining, you will be given a formal letter of appointment which will detail all terms and conditions of employment.

You are requested to carry following original documents along with their self-attested copies at the time of joining:

1. Education and training certificates

- 10th & 12th Mark Sheets and Passing Certificates.
- Graduation Degree & Mark Sheets (All Semesters).
- Post-Graduation Degree & Mark Sheets (All Semesters).
- Training/Course certificates (If any).

2. All previous employer certificates:

- Appointment Letter.
- Appraisal Letters (If Any).
- Experience Letter / Relieving Letter.
- Salary Slips for the current financial year irrespective of employer(s)/ Salary Certificate/Corporate Bank Account statement (salary) (2 Copies).

3. Copy of PAN Cards (2 copies)

4. Copy of passport

5. Copy of visa (if any)

6. Aadhaar Card (Mandatory)

Proof of Current Residence and Permanent Residence.

7. 7 passport size Photographs

If the above offer is acceptable to you, you are requested to please formally indicate the same by providing us with a signed copy of this letter. Once again, we look forward to welcoming you to TELUS International and hope for a long term and mutually beneficial association.

Best Regards,
Talent Acquisition Team

* By checking the "I agree" box provided, you agree to and accept employment with the TELUS International on the terms and conditions set forth in this agreement. You understand and agree that your employment with the Company is at-will.

Salary Breakup:

- Basic Salary Monthly (Rs): ₹26,950.00
- Basic Salary Annual (Rs): ₹323,400.00
- HRA Monthly (Rs): ₹16,170.00
- HRA Annual (Rs): ₹194,040.00
- Conveyance Monthly (Rs): ₹1,600.00
- Conveyance Annual (Rs): ₹19,200.00
- Medical Allowance Monthly (Rs): ₹1,250.00
- Medical Allowance Annual (Rs): ₹15,000.00
- Leave Travel Allowance Monthly (Rs): ₹2,246.00
- Leave Travel Allowance Annual (Rs): ₹26,952.00
- Employer Contribution to PF Monthly (Rs): ₹1,800.00
- Employer Contribution to PF Annual (Rs): ₹21,600.00
- Employee Contribution to PF Monthly (Rs): ₹1,800.00
- Employee Contribution to PF Annual (Rs): ₹21,600.00
- Employer Contribution to NPS Monthly (Rs): ₹0.00
- Employer Contribution to NPS Annual (Rs):
- Meal Coupon Monthly (Rs): ₹0.00
- Meal Coupon Annual (Rs):
- Special Allowance Monthly (Rs): ₹14,150.67
- Special Allowance Annual (Rs): ₹169,808.00
- Bonus Monthly (Rs): ₹0.00
- Bonus Annual (Rs):
- **Total Fixed Salary Monthly (Rs): ₹64,166.67**
- **Total Fixed Salary Annual (Rs): ₹770,000.00**



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

JR68807/P/TV/06-Mar-2021

To:
VINAYAK RAMCHANDRA BEDRE
Pune.

Subject: Offer of Employment

Dear Vinayak

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

Terms and Conditions of offer:

Position	Lead Associate – Plan Administration
Grade	F2
Location	Full time at Pune
Probation Period	Six Months
Notice Period	75 Days
Work Hours	Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements
Latest Joining Date	08 April 2019

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

Salary and Benefits:

Total Fixed Pay (Monthly)	: Rs. 50,758
Performance Bonus	: Rs. 60,910
Total Compensation	: Rs. 670,000
Cost To Company	: Rs. 693,465

Annual Performance Incentive payout will be made annually as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

Thanking You,

Mamta Wasan
Senior Vice President – Human Resources



FIS Solutions (India) Private Limited
CIN: U72200DL1993PTC330116
Upper Ground Floor to 7th Floor,
Westend Center One, Survey No. 169/1,
Sector II, Aundh, Pune 411007, INDIA
Tel.: 020-6729 1000
www.fisglobal.com

ANNEXURE – A

Name	Vinayak Bedre
Designation	Lead Associate – Plan Administration

Compensation Breakup:

<u>ANNEXURE - Compensation and Benefits</u>		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	20,310	243,720
House Rent Allowance	10,155	121,860
Flexi Benefit Plan^	17,856	214,266
Employer's contribution to Provident Fund @ 12% of Basic Salary	2,437	29,244
TOTAL FIXED PAY (A)	50,758	609,090
PERFORMANCE BONUS (B) *		60,910
TOTAL COMPENSATION (A+B)		670,000
ANNUAL BENEFITS (C)		
Benefit Particulars	Amount (PA)	
Gratuity (As per payment of Gratuity Act)	11,723	
Premium paid by the employer for GHMI**	11,400	
Premium paid by the employer for GPA**	342	
COST TO COMPANY (A+B+C)	693,465	

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary as per the criteria under the plan. Amounts payable under this plan are subject to the terms and conditions of the plan. Plan details are at the sole discretion of the company and subject to change.

* Fixed Bonus and Performance Bonus are adjustable against any Statutory Bonus payable (if applicable)

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

^ Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines



To,

Vinayak Ambadas Penta

Date : 10th May 2021

Subject: Offer Letter

Dear Vinayak,

Congratulations!

We are pleased to inform you that, you have been selected for the post of

"Junior Analyst" in our organization.

You will be paid annual emolument of 2, 70000/- (Two Lakh and Fifty Thousand only)

You should join our organization on or before May 20 2021.

Kindly return the duplicate copy of this letter duly countersigned by you as a token of your acceptance for the terms and conditions stipulated herein.

We look forward to your joining *Aditya Corporations*.

For ADITYA CORPORATION,

Business HEAD



Flat No E-1106, Wing E2, Pebbles II S. No. 270, Behind DSK
Toyota, Bavdhan PUNE Pune MH 411021

Date: 10.03.2021

VIDHYA RAMESHRAO LONE
Hadapsar Pune 411028

Dear Vidhya,

We are Pleased to inform you a position of "Relationship Executive" Corazon Homes Pvt Ltd. Your total employment Cost to company will be Rs- 300000/-per annum, effective from your date of joining the company. The details are provided in the annexure.

You are required to submit a copy of relieving letter from your previous Organization (as applicable) mentioning the cause of separation on your date of joining.

Please check below details:

Probation Period -The probation period needs to be served by the candidate, after joining the job.

Confirmation Letter - Candidate will get confirm based on performance during the probation period.

Notice Period Clause – if the employee desire to leave the company, he/she need to serve notice period as per stated (2 months)

A handwritten signature in blue ink, appearing to read 'H. R. Lone', with a horizontal line underneath.

VIDHYA RAMESHRAO LONE

-Sr Mgr Operation Head

Name of employee

Name/Sign of provider of Appointment letter

OFFER LETTER**Date: 15th December 2022****To: Varad Walchand Mundhe****Dear Walchand,**

Based on your interview, we are pleased to offer you the position of **Executive – Client Service** with an annual Total Fixed Salary of **INR 3.60 Lacs** (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

You will directly report to Sr. Branch Manager Branch Operations and will be located at **Pune**.

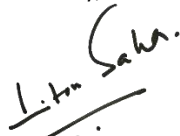
As discussed, your date of joining will be Friday, **16th December 2022** or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.

Sincerely,

**Liton Saha****AVP – Human Resources & Administration**

Annexure -1

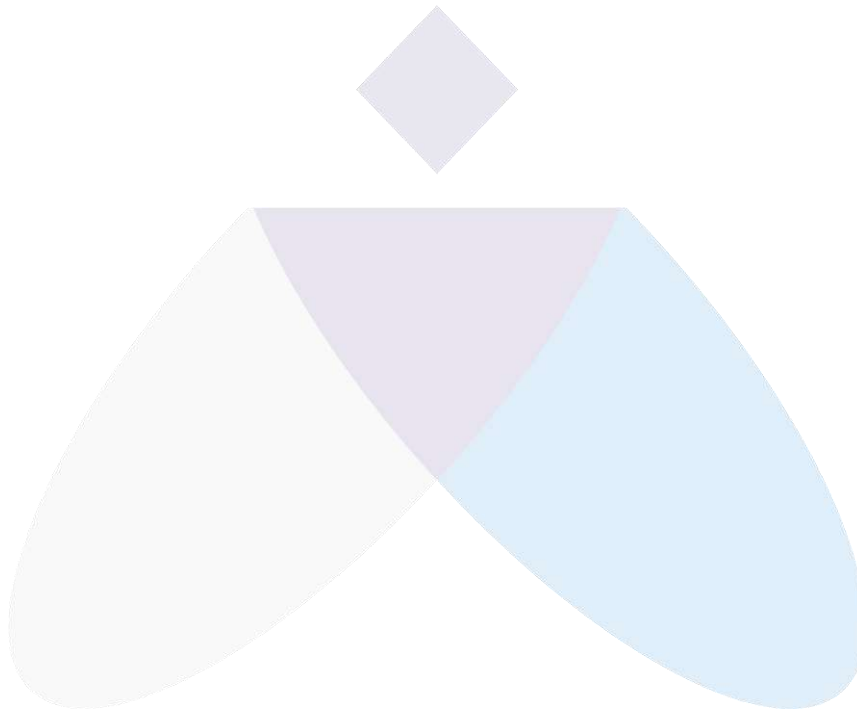
Salary Components	Amount PA (in INR)
PART-A GROSS PAY	
Basic Salary	180000
HRA	72000
Personal Allowance	64008
Statutory Bonus	13728
TOTAL GROSS PAY	3,29,736
PART-B REIMBURSEMENTS	
Telephone & Internet Reimbursement	0
Book Reimbursement	0
Sodexo Food Pass	0
Leave Travel Allowance (LTA)	0
Petrol and Vehicle Maintenance Reimbursement	0
Child Study Scholarship and/or Self Professional Upgradation Reimbursement	0
Company Car for official work/purpose	0
TOTAL REIMBURSEMENTS	0
PART-C STATUTORY / RETIRALS	
Employer's Contribution to Provident Fund	21600
Gratuity	8664
ESIC	0
TOTAL STATUTORY / RETIRALS	30,264
TOTAL FIX PAY (A+B+C)	3,60,000
PART-D ON TARGET VARIABLE PAY	
On Target Variable pay (earning potential)	28,800
TOTAL ANNUAL ON TARGET COMPENSATION (OTC)	3,88,800

Note:

1. You will also be eligible for Variable Pay as per Pay Policy, if applicable.
2. You will receive salary, and all other benefits forming part of your salary subject to, and after, deduction of Tax in accordance with applicable laws.
3. You will also be eligible for Insurance benefits as per Insurance Policy, if applicable.

Annexure -2

1. Proof of Date of Birth
2. Aadhaar Card
3. PAN Card
4. 10th Class Certificate
5. 12th Class Certificate
6. Graduation Certificate
7. Professional Qualification Certificate(s)
8. Experience letters from all Companies you worked for, including current Company
9. Latest Passport size-coloured photographs (4 Nos.)





Date : 29/11/2021

Offer of Employment

To,

Vaishnavi Lawankar,

Flat no 13 , Samrudhi Society Hadapsar Pune 411021

Dear Vaishnavi ,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **HR Executive in Ultra Precision Industries**. The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **Dec 3rd 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical checkup in our prescribed medical center.

The annual starting salary for this position is 300000 to be paid and which is starting on 1st December 2021.

Your employment with **Ultra Precision Industries**. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.



ULTRA PRECISION INDUSTRIES

(AN ISO 9001 : 2015 CERTIFIED CO.)

Please confirm your acceptance of this offer by signing and returning this letter by 29th November 2021.

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

Regards,



**For Ultra Precision Industries,
Business HEAD**

Ultra Precision Industries

Plant -1 : S-117 / 1, Vikas Nagar, Near Vishwavilas Bharat Gas, MIDC, Bhosari, Pune - 411026
Maharashtra, India. Mob.no: 9921707097



Aishwarya Chambers, 3rd Floor, A-8, Rukminipuri Colony, A. S.
Rao Nagar, As Rao Nagar, Hyderabad-500062

Offer of Employment

Dear,
BADHE VAISHNAVI PRAKASH,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "**Analyst**" in "**Aster Dependable services**". The salary and other terms and conditions of your employment will be as mutually discussed and agreed between us. You are requested to join the Company latest by **April 18, 2021**.

This offer is subject to you being medically fit for normal work. We request you to undergo a pre-employment medical check-up in our prescribed medical centre.

The formal Appointment Letter will be issued to you upon your joining the services of the Company.

As a token of your acceptance of the above, please sign and return the duplicate copy of this letter.

Thanking you,

Yours sincerely,

Pranjali Mehta

HR Manager

Aster Dependable Services

26-04-2021

Employee ID: ESPM2242

Vaibhav Shinde
House No. 52,
Ghule Colony
Pune
Maharashtra - 412102

Dear Vaibhav Shinde,

Sub: Appointment Letter

A warm welcome to the Episource family.

Episource is an organization with Indian roots and a global vision. We are aware of the fact; we have a distinctive culture and would like to invite you to and enhance this culture. We are sure that you will contribute to the task ahead of us, in your own special way.

With reference to our Offer Letter dated 26-04-2021, We are pleased to appoint you as Trainee - MCC effective 26-04-2021.

Please note that the terms and conditions of your service contract as intimated here after, is to be treated as strictly confidential and you are not to divulge its content to any employee of the company/person connected with the company, who is not authorized by the management.

All information regarding your compensation, benefits and performance appraisal are to be treated as strictly confidential. Hence discussions or sharing of information with other employees either in public or private is strictly prohibited.

We congratulate you on this occasion and we hope you will render your good services with commitment and dedication.

You are advised to sign and return the duplicate of this letter as token of your acceptance.

We look forward to a long rewarding career with Episource.

With best Wishes,

For EpisourceIndia Pvt Ltd



Manjula Palanisamy

Vice President-HR

Vaibhav Shinde

Page 1 of 9

26-04-2021

Employee ID: ESPM2242

Compensation details of: Vaibhav Shinde

Designation: Trainee - MCC

Component	ANNUAL (INR)	MONTHLY (INR)
Basic	71,875	5,990
HRA	52,850	4,405
Statutory Bonus	7,000	583
Provident Fund	18,186	1,516
Gratuity	3,458	289
Mediclaim Insurance	4,644	387
Other Allow ances	47,558	3,964
Special Allow ance	5,826	482
CTC	2,11,397	17,616

- All payments are subject to statutory deductions.
- Mediclaim Cover (Family floater - coverage includes employee, spouse, Children, Parents /Parents-in- laws. Restricted to members including employee) Sum Insured - INR 100000/- (INR One Lakh only only)
- Life Insurance Cover - INR 200000/- (INR Two Lakhs only Only)
- For detailed eligibility & benefits, employee is advised to refer to HR Handbook.

Vaibhav Shinde

Page 2 of 9

OTHER TERMS AND CONDITIONS

1. RULES AND REGULATIONS:

You are governed by the service rules and regulations which may be brought in force / amended from time to time, as applicable to all employees of the company.

Various rules and regulations of the company such as HR policies, procedures, compliance & security policies must be adhered by you. All these policies and procedures are mentioned in the Employee handbook and Episource for which you agree and you abide to follow the same, by accepting this offer.

2. SERVICE RULES:

Probation period for Trainees & Medical Coders will be 4-6 months, Executive coder to Team coach/QA and support functions will be 6 months, TL to AM will be 6-9 months from their date of joining. Managers & above, there is no mandatory probation period.

3. TERMINATION RULES:

Your service is liable to get terminated with or without notice and assigning any reasons, if the performance standards and competencies delivered are below the expected performance standards.

Your services gets terminated with immediate effect by a notice in writing (without salary in lieu of notice), in the event of an employee's act of misconduct including but not limited to fraudulent, dishonest or breach of integrity, embezzlement or misappropriation or misuse of company's property or irregularity in attendance or unauthorized absence from place of work for more than about 12 consecutive days.

Company believes in the principal of natural justice and adequate opportunity is provided to employee to represent and provide justification for his delinquent action. Failing which or on concluding that the justification is unsatisfactory, appropriate action is taken, that may also lead to termination of employment.

4. GENERAL:

During the course of your employment, you shall employ yourself efficiently, honestly, faithfully and do the best of your ability and shall devote your whole time and attention to promote the interest of the company and generally carry out duties and work assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the company.

Episource is in the business of delivering services 24x7 to its clients. Hence, it is imperative for you to recognize that there may be occasions when you may need to work in varied shifts including night shifts and/or during weekend & declared holidays to meet customer requirements. Failure to oblige to the above-mentioned terms may be dealt as per the company disciplinary policy, as appropriate.

26-04-2021

Vaibhav Shinde

Page 3 of 9

5.PLACE OF POSTING AND TRANSFER:

Your initial place of work will be **Mumbai**.

During employment, you may be posted or transfer/attached to any other company of Episource India Private Limited or to any of the offices/subsidiaries/units/associate offices of the company, at any town or city or overseas, at the sole discretion of the management. While working in another company on transfer/attachment you shall be governed by the principles and procedure laid down by the transfer/attached.

6.MORAL RESPONSIBILITY AND HONESTY:

You are expected to deal with the company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed with any time without any previous notice if you are found of gross indiscipline, fraud, misappropriation or acting against the interest of the company.

7.OTHER EMPLOYMENT:

During the period of your employment, you will not work directly or indirectly for any other person, firm, company or organisation whether with or without remuneration nor will you engage yourself or be interested or be interested directly or indirectly in any trade or business, either as employer or employee or partner or advisor or in any other capacity without the express permissions in writing from the Management.

8.EXAM COURSES:

In case you intend to appear in an examination or wish to attend classes while working with Episource, you are required to obtain written permission for the giving full details including time frame involved.

9. INVENTION & DISCOVERIES:

While in employment with Episource, you will promptly disclose to it and assigned to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceedings relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.

10. DRESS CODE:

Employees to be dressed in formals on Monday & Tuesdays, applicable as per the appearance of our country. All other days in a week can be dressed in business Casual.

26-04-2021

Vaibhav Shinde

Page 4 of 9

11. SECRECY:

a.You will not give any one, by word of mouth, writing, facsimile, any devices or otherwise any particulars or details, which you acquire during course of your employment of our working systems, technical knowhow, security arrangements, administrative and/or organization matters of the company and its clients whether confidential, secret or otherwise, during your employment with company or afterwards.

b.Please note the terms and conditions of your service contract as stipulated here-to-fore or be intimated here after, or to be treated as strictly confidential and you are not to divulge its contract to any employee of the company/person connected with the company.

c.You will also be governed by the Information Security Roles & Responsibilities specific to your position. You are advised to refer to the same and comply in full.

12. RELIEVING PROCEDURE:

You will be relieved from the services of the company only after receiving a confirmation from your superiors that you have completed and handed over all project deliverables to any other staff, designated by your superiors / Management.

A Verbal and written intimation of your resignation is necessary for approval by Management. The notice period will be 60 days if you are a confirmed employee and 30 days in case you are on probation. The notice period will be computed from the date of written acceptance of your resignation letter.

13. PROJECT DELIVERABLE:

As a member of the project team, you will not leave the project assignment in between and you can do so only after completion of the project or bringing it to a logical completion, as approved / accepted by your supervisor / management.

14. ANTECEDENTS VERIFICATION:

This appointment letter is valid subject to satisfactory clearance of employment, education and address verifications, abiding by the HR policies and code of conduct. The joining stands cancelled at any point of employment, if this criterion is not met.

You are advised to read this letter carefully and if the terms and conditions are acceptable to you, please sign the duplicate copy as a token of your having understood and accepted the same.

26-04-2021

Vaibhav Shinde

Page 5 of 9

HIPAA EMPLOYEE CONFIDENTIALITY AGREEMENT

I understand that as an employee of EpiSource India Pvt Ltd., health care BPO, the use and disclosure of patient information is governed by the rules and regulations established under. The Health Insurance Portability and Accountability Act (HIPAA) of 1996, and related policies and procedures of EpiSource India Pvt Ltd. Therefore, regarding Protected Health Information (PHI), I commit to the following obligations:

A. I will use and disclose confidential health information solely in accordance with the federal (USA Laws on Health Care) and EpiSource India Pvt Ltd policies set forth above or elsewhere. I also agree to familiarize myself with any periodic updates or changes to such policies in a timely manner.

B. Employee and/or agents shall use appropriate safeguards to prevent the use and/or disclosure of all PHI relating to patients, patient's family members, clients employees, company's employees and other healthcare providers-made available by or obtained from patient, client or company.

C. I will take reasonable care to properly secure confidential health information on my computer and will take steps to ensure that others cannot view or access such information. When I am away from my workstation or when my tasks are completed, I will log off my computer or use a password-protected screensaver in order to prevent access by unauthorized users.

D. I will not disclose my personal password(s) to anyone without the written permission of my department head or record or post it in an accessible location and will refrain from performing any tasks using another's password.

E. Upon termination or resignation of employment, employee shall return all PHI that I maintain in any form and retain no copies of such PHI without the prior written approval of company and client.

I also understand and agree that my failure to fulfill any of the obligations set forth in this Agreement and/or my violation of any terms of this Agreement shall result in my being subject to appropriate disciplinary action, up to and including, termination of employment.

Employee Name: Vaibhav Shinde

Employee ID: ESPM2242

Employee Department: Optum

Witness Signature:

26-04-2021

Vaibhav Shinde

Page 6 of 9

NON-DISCLOSURE AGREEMENT

This Non-Disclosure Agreement ("Agreement") is made at Chennai between and Episource(Company). The undersigned employee agrees to comply with the following terms and conditions.

The undersigned employee hereby agrees and acknowledges:

1. That during my employment, the Company may disclose to me certain Confidential Information of the Company; said Confidential Information consisting but not necessarily limited to tangible, intangible, visual, electronic, present, or future information:

a) Technical information: Methods, processes, formulae, compositions, systems, techniques, inventions, machines, computer programs, research projects and technical information including research, development, procedures, algorithms, data, designs, software code, application programs and know-how

b) Business information: Customer lists, Patient identifiable information, pricing data, sources of supply, financial data and marketing, training, production, or merchandising systems or plans and information acquired during any facilities tours.

2. I agree that I shall not during, or at any time after the termination of my employment with the Company, use for myself or others, or disclose or divulge to others including future employees/employers, any trade secrets, confidential information, or any other proprietary data of the Company in violation of this agreement.

3. That upon the termination of my employment from the Company that I shall return to the Company all documents and property of the Company, including but not necessarily limited to: Patient identifiable information, intellectual property, analytical data, financial, drawings, blueprints, Manuals, correspondence, customer lists, computer programs (Source code and Object code), Applications and all other materials and all copies thereof relating in any way to the Company's business, or in any way obtained by me during the course of employment. I further agree that I shall not retain copies, notes or abstracts of the foregoing.

4. I agree to use Confidential Information only during the term of my employment in the Company. I will take all reasonable degree of care to protect Confidential Information and to prevent any unauthorized use or disclosure of Confidential Information.

5. I also agree and acknowledge that all application, software (source code and object code), deliverables, technical data, specifications, intellectual property, documentation, products and inventions, as well as all papers, records and other materials, prepared or produced by me while working for the Company, including all modifications and additions thereto (collectively, the "Developments") shall be works made for hire and the Company shall own all copyright, patent, trade secret, trademark and any other intellectual property rights ("Intellectual Property Rights") in and to the Developments.

Vaibhav Shinde

6. I hereby agree that I shall have no rights to receive any royalties, profits or right to use any confidential information that is considered proprietary, sensitive, or confidential by EpiSource, software and any application produced by me for the Company. The software, analysis, compilations, studies or options, written or oral or any other records or data of any nature if any developed or prepared by me during the course of employment with the Company shall be the absolute property of the Company and I shall have NO Ownership rights on the same.

7. I agree to execute, and causes the Company to execute, a written assignment of such rights in and to the Developments to the Company and any other documents necessary, as well as to provide any other lawful assistance reasonably required, for the Company to establish, preserve or enforce its Intellectual Property Rights in the Developments. I further hereby agree not to assert at any time, and otherwise waive, any "moral rights" that I may have in the Developments, and I hereby also assigns to the Company all moral rights therein. I further agree to provide to the Company complete copies of all Developments (regardless of the state of completion) as requested by the Company.

8. I further agree and acknowledge that a breach of my obligations under this Agreement could cause irreparable harm to the Company for which monetary damages may be difficult to ascertain or an inadequate remedy. I, therefore, agree that the Company will have the right, in addition to its other rights and remedies, to seek injunctive relief and damages for any violation of this Agreement.

9. I hereby agree that the rights and obligations hereunder, or pursuant to, this Agreement, shall be governed by and be subject to Indian law, and the Agreement shall be subject to the exclusive jurisdiction of the courts at Chennai.

For EpiSource: Compliance Department

Employee: **Vaibhav Shinde**



Signature: Vengadaraghavan R

Signature:

Date:

Date:

Vaibhav Shinde

Page 8 of 9

UNDERTAKING

1. Having accepted the offer of Episource India Private Limited, Chennai (Episource) I, **Vaibhav Shinde** assure Episource that I will abide by its current and future policies and procedures in its entirety.
2. I have not signed any agreement, contract or bond that would disable, prohibit and restrain me to work for Episource or its clients.
3. I shall keep all the information that are passed to me or gathered by virtue of being an associate of Episource as strictly confidential and will not divulge the same to any person or in any media, at any point of time.
4. I am aware and agree that I am working for Episource directly and for its clients indirectly, for an adequate lawful consideration and that the Intellectual Property Rights of any thing that I may invent, discover, design or develop either alone or along with my colleagues will therefore be deemed to be work done for hire and that I shall have no claim /s over them.
5. I am aware and agree that all documents, correspondence, electronic communication sent or received by me using any facility of Episource will belong to Episource and that the organization has every Right to access them at any point of time.
6. I undertake not to misuse or abuse the facilities extended to me by Episource.
7. I undertake to sign the Confidentiality agreements, Non-disclosure agreements or the like when called upon by Episource at periodical interval, and /or when the Episource client or the representatives of the Episource clients so desire.
8. I undertake to submit myself to background security investigations about Premises.
9. I agree to for with indemnify and save harmless Episource from any loss, damages etc. , that it may sustain including such that may be claimed by any person whomsoever on account of my breach of any conditions mentioned herein or otherwise, from and out of any amount I may be entitled to from Episource and in case the same is insufficient to meet such payment, I shall make good such difference immediately upon demand by Episource.
10. I am aware that my service with Episource is transferable either at my request or as warranted by the business exigencies to any of Episource branches, subsidiaries, holding companies etc., or upon deputation to the clients of Episource or such other Group Company, as the case may be. In addition to such other conditions as may be applicable to me, I shall bind myself to the conditions stipulated as per this undertaking.
11. I am aware that the management reserves the right to deduct from my salary / terminal benefits /final settlement for any damages that I would have incurred on the company's properties etc.,
12. I hereby agree to give two months notice period on my resignation from the company. I also undertake to pay the company on any shortfall in the notice period. I understand that the acceptance of payment of notice period lasts with the discretion of the Management.
13. I am also aware that the company reserves its right to terminate my services at any point of time based on my performance.
14. I state that I have signed this undertaking voluntarily after having first read, understood and accepted the contents hereof. I have also taken a copy of this undertaking for my records for the purpose of reference and compliance.

Vaibhav Shinde

Page 9 of 9

EMPLOYEE CODE OF CONDUCT

1. Employees are expected to conduct themselves in a proper and dignified manner without disturbing/attracting the attention of other employees during working hours within the office premises.
2. Appearance, behavior, language, etc. must be appropriate and meet the code of conduct as per the HR policy. Use of abusive language, sexual harassment in any form, misuse of office property and other such forms of misconduct will be actionable which may lead to suspension / termination.
3. Usage of mobile phones is strictly prohibited in the office premises except for authorized representatives.
4. No employee is permitted to enter the office premises/report to work under the influence of alcohol, intoxicating drugs or any banned drugs.
5. The Management will not permit any employee to take any job or occupation, whether full-time, part- time or casual which relates to activities of the company. The Management is also very particular that the interests of the Company should not be divested.
6. No employee should deal with the Company's customers, suppliers, contractors or any person having business dealings or seeking to do business with the Company without taking prior consent of the appropriate authority
7. Episource is a professional organization and believes that the workforce should not be discriminated on the grounds of community, caste, creed, color, religion, gender, language etc.
8. Episource insists, all company employees to adhere to the security and privacy policies practiced within the company.
9. I have read and understood the above code of conduct and agree to abide as per rules mentioned above.

DECLARATION

I **Vaibhav Shinde** with the Employee No: **ESPM2242** hereby acknowledge that I have read and understood the Code of Conduct thoroughly and agree to abide by the terms and conditions as stated.

26-04-2021

Signature:

Vaibhav Shinde



CONNECTING TALENT

Your Vision Our Insight

Date: 19th Sep. 2021

Dear Mr. Tushar Choudhari ,

Sub: Appointment Letter

With reference to your application and the subsequent interviews held in our office, we are pleased to appoint you as '**Executive Recruitment**' in our Organization w.e.f. **20th Sep 2021**.

1. Emoluments: You shall be paid a salary as per the attached Annexure A. And the payment cycle would be from 1st of every month to the last day of that particular month. The salary would be paid on the 10th of the following month. In case you do not complete 15 days in the first month of your joining, your salary for the first month shall be credited with the second month's salary.

2. Increments will not be automatic, but will be dependent on (a) the financial results of the company and (b) the performance of the department and the individual.

3. Incentives:

3.1 According to the current Incentive structure, incentive shall be paid monthly basis on the 15th of every month.

3.2 Incentive structure and term of payout is subject to change from time to time and shall be informed every month through email.

3.3 In case of candidates selection not informed on or before 5th of the next month, of candidate selection, the selection shall not be considered for incentive. For eg. If candidate selected in January and data not shared with the TL on or before 5th February, the candidate shall not be considered for incentive.

4. Leaves:

4.1 You would be applicable for one leave per month from the first month, provided you complete 15 days in the first month. In case you join after 16th of the month, you will not be eligible for any paid leave for that month. It is advisable for the employees to not take any holidays during the first three months of their employment, as it is the training and incubation period which is critical for their subsequent performance.

4.2 After you complete one year in the organization, you will be credited with additional 9 leaves, which can be either be encashed or carried forward.

4.3 Attendance should be marked on the biometrics attendance machine. Failing to mark any (In time & out time) will be marked as absent.

4.4 In addition to the above leaves you would also be entitled for 4 National holidays, i.e. 26-Jan, 15-Aug, 1-May and 2-Oct.

4.5 Leave must be taken only with prior permission on email from the HR department.

4.6 If you remain absent without prior permission, your absence will be treated as unauthorized/uninformed.

4.7 In any month, if there is even one unapproved leave, deductions of Attendance allowance as per Annexure A shall be applicable, also incentive shall not be applicable for that month.

4.8 Long leaves up to 10 days (including weekends) would be approved only once in six months. Any other long leaves from 3 to 10 days during the same 6 months period would call for forfeiting of your incentives for that particular month.

Tushar Choudhari
23-09-2021

Version 1.2



Connecting Talent D-31, Om Mahavir Society, Nagar road, Yerwada, Pune 411006

GSTIN: 27AQZPT6303N1ZT | PAN NO.: AQZPT6303N

Tel: 8329951546 / 9923385833 | Email: info@connectingtalent.in | Website: www.connectingtalent.in



CONNECTING TALENT

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4.9 Any leave combined with weekly off, will be considered as continuous leave, for e.g. in case of leave taken on Saturday and Monday, Sunday shall be calculated as leave.

4.10 Leave needs to be informed by email at least one day before the day of leave.

5. Working hours / shifts:

Your work timings are 9.30am to 6.30pm, which includes one hour break (15mins morning, 30 mins lunch and 15 mins evening break). Strict adherence to timings should be followed, else deductions, as below would be applicable:

5.1 Up to two Late coming (i.e. between 9.36am to 9.45am, beyond 9.46am would be considered as half day) shall be ignored for each month, every other late coming shall be considered as half day and deduction from salary shall be carried out accordingly.

5.2 You must complete minimum 5 hours on the same day, to be eligible for a half day.

5.3 You have to extend shifts, in case you do not achieve your targets.

6. You shall be on a probation period of 6 months, which may be extended at the sole discretion of the Company. On successful completion of your probationary period or its extension thereof, you will be confirmed in the services of the Company, which shall be informed to you by a confirmation letter and until such letter is issued, you shall be deemed to be on probation.

7. Termination on the grounds of misconduct, non-performance, integrity or any such conduct which is against the company's norms and culture, shall be immediate and no monetary compensation for the notice period shall be paid. Incentives for the said termination shall also become null and void. If already paid shall be adjusted with the Full and Final settlement. Violation of point no.14, 15 & 19 would be considered as major integrity violation.

8. During your probationary period, your services are liable to be terminated by giving 15 days notice or salary in lieu thereof. Payment of your salary will be made only upto and including the day you are discharged. Likewise, until confirmation you are entitled to leave our services by giving 15 days notice or salary in lieu thereof.

9. We would not be liable to pay salary for 15 days and any incentive, whatsoever applicable shall not be paid, in case you do not serve the notice period.

10. After you are confirmed, to terminate your services, one month's written notice or payment to one month's salary in lieu thereof, will be required on either side. Waving off the Notice period is solely at the discretion of the company.

11. Performance: Fresher's are required to achieve a target of 5 joining's for the first month (or pro rata basis depending on the number of days in that month) and thereafter would have targets similar to those of experienced employees. Experienced employees need to achieve 10 joining's per month (5 for international and 5 for Domestic).

Incase targets are not achieved in a particular month, you shall be kept on a PIP (Performance under purview) plan for the next 15days. This period is given to complete your pending targets and the pro-rata targets for the current month. In case of failure in achieving the targets agreed upon, you shall be terminated from the company with immediate effect and no salary compensation and incentives shall be liable to be paid.

12. You will diligently, faithfully and to the best of your skills and abilities perform all the duties entrusted to you by your superiors and you will not, without the consent in writing of the Management be interested, employed or otherwise engaged directly or indirectly, in any other business or employment.



Version 1.2

Chaudhary
28-09-2021

Connecting Talent D-31, Om Mahavir Society, Nagar road, Yerwada, Pune 411006

GSTIN: 27AQZPT6303N1ZT | PAN NO.: AQZPT6303N

Tel: 8329951546 / 9923385833 | Email: info@connectingtalent.in | Website: www.connectingtalent.in



CONNECTING TALENT

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13. You will be responsible for safe keeping and return in good condition and order, all property of the Company, which may be in your custody, care or charge during the course of your employment such as

- laptop, mobile handsets & simcards, equipments, any other material etc.
- all documents, files, pen drives, cd's, dvd's
- soft copy files and folders, passwords etc

14. During the period of your employment or at any time thereafter, you shall not disclose, divulge or communicate to any person whatsoever confidential information relating to any trade or business such as

- Your salary, allowances, benefits, rewards
- The affairs of the company, its customers, candidates etc

15. Any change in your residential address, email id, phone number, contact details etc should be notified in writing forthwith to the Company. All communications will be addressed to you on the address last available with the Company.

16. Your services are transferrable to any of our Offices/ sites/ work locations (city or intercity) or Associate concerns without there being any change in the service conditions.

17. This employment is offered to you on the basis of the information furnished by you in your application for employment and other details provided by you. In case you have given false information or have omitted to give any material information about yourself, your qualification, experience, character etc., so as to influence the decision of the management to offer you employment, it shall be considered a gross misconduct on your part and your services are liable to be terminated forthwith without any notice.

18. You are not permitted to accept presents from customers/ vendors/ contractors/ associates or persons who have connections with the Company's business, actual or potential.

19. You will retire on attaining 58 years of age. However the Company reserves the right to extend your tenure subject to further terms & conditions, it may deem fit.

20. The terms set out in this letter are for your guidance and are not fully comprehensive. You will be bound generally by the Company's Rules as applicable to your cadre. The Company reserves the right to alter/ rescind the rules at its discretion.

21. You will treat integrity as the most important policy of our organization. Disclosing your salary, incentive or any confidential information shared with you, by the management; with your counterparts is considered to be a major violation and would result into termination (refer point no.8).

If you agree to the above terms and conditions of the employment, please notify your acceptance by signing one of the copy and returning the same to us.

Wishing you all the very best!

Yours sincerely,
For Connecting Talent

Vineet Thorat,
Director & COO



Accepted By

Choudhary
23-09-2021

Tushar Choudhary

Version 1.2

Connecting Talent D-31, Om Mahavir Society, Nagar road, Yerwada, Pune 411006

GSTIN: 27AQZPT6303N1ZT | PAN NO.: AQZPT6303N

Tel: 8329951546 / 9923385833 | Email: info@connectingtalent.in | Website: www.connectingtalent.in



CONNECTING TALENT
Your Vision Our Insight

Salary Annexure	
Name	Mr. Tushar Choudhari
Designation	Executive Recruitment
Date of Joining	20-Sep-21

Salary Annexure A		
	Monthly	Annual
Basic Pay	8000	96000
Attendance Allowance	2000	24000
Gross	10000	120000
Professional Tax Deduction	200	2400
Net Pay	9800	117600

Yours sincerely,
For Connecting Talent



Vineet Thorat,
Director & COO

Accepted By

Tushar Choudhari
23-09-2021

Tushar Choudhari

Version 1.2



May 05, 2022

Tejswini Bokil,
1C, C1 Anaand Park,
Dhanori Road,
Pune - 411015

Letter of Intent

Dear Tejswini,

With reference to your application and subsequent discussions thereon, we are pleased to inform you that you have been selected for the position of "Recruitment Practice Lead".

- You will be working in a hybrid work environment with some of our clients, where the on-the-job training and delivery can be through video meetings, client calls, stakeholder meetings in office, interviewing candidates over telephone, in-person and over video conferencing.
- Requisite support and training shall be provided to you to see yourself successful during your initial association with us.
- You will be paid an annual gross salary of **Rs. 2,50,000/-** per annum which is inclusive of Rs. 50,000/- as annual variable pay.
- In addition to the annual gross salary, we would like to extend you an opportunity to earn a **performance-based incentive of Rs. 2,000/-** on each closure of the job positions of our client. This performance-based incentive is subject to on-time completion (*candidates joining the client as per the agreed date of joining*) of each job position and as per the prescribed timeline given by the client.
- We expect you to join us on or before **May 18th, 2022**. There will be no extension of the date of joining and in case you fail to join on this date, the offer will stand cancelled.
- The expiry of the employment period will be subject to non-confirmation during your first one month's probation period. The probation period may be extended or even dispensed earlier and will be purely based on the discretion of the organization without stating any reason.
- Your employment continuity will be subject to your performance which will be reviewed by the client and the organization periodically. The organization has the right to withdraw your services by giving you a one-month's written notice.
- You must be mindful towards the nature of the business that we operate in, namely, Recruitment Process Outsourcing business, you will be given projects / assignments to recruit technical and non-technical professionals based on the requirements shared by our client from time-to-time.
- The nature of the projects / assignments is time-bound; thus, it is expected that you will perform as per the timelines prescribed by the client and help them to close all the job positions without any delay in the service delivery.
- This job requires your presence at our work location, thus, there will be no work from home option available during your association with us.
- The working hours will be from 10:00 am till 07:00 pm IST from Monday to Saturdays (alternate Saturdays working). You will always keep yourself available on all Saturdays, should the work demand.
- The organization is mandated to extend paid holidays as per the applicable state employment rules and regulations.
- There is a strict policy of leave without pay in case you fail to plan your unexpected leaves and inform it to your reporting manager well in advance.
- The organization will exercise its discretion to change your work location based on the visibility of the ongoing recruitment projects with its clientele and any such changes that will arise will be informed to you in advance.
- The company follows a Bring Your Own Device policy, however, on witnessing your longevity in the role, we will provide you with a company laptop, as we progress.

Mavin RPO Solutions Pvt. Ltd.

Pearl Square, Office No. 107, Satav Nagar, Handewadi Road, Hadapsar, Pune – 411028

T +91-20-79621025

E info@mavinrpo.com

W



- You will not give anyone, by word of mouth or otherwise, any particulars or details of our organization and its clientele, technical know-how or of administrative and /or organizational matters, whether of confidential or secret nature that may become known to you for being associated with our company as an intern.
- Notwithstanding any of the clauses of this letter of intent, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
- Further, during your association, you will not in any capacity associate yourself with Mavin RPO's clientele and or its competitors for the first three years. You shall be liable to pay six months salary in lieu of such an event where you decide to join any of our competitors and or clientele who are associated directly or indirectly with us during the three year period.
- **You are required to submit the following documents for your onboarding through an email:**
 1. Scanned copy or PDF copy of your Academic Credentials or Any other certificates of technical trainings undertaken.
 2. Updated resume, College ID card copy, Recent Passport size photo, Aadhar Card copy, Pan Card copy and Cancelled cheque or bank passbook for payroll processing.

The reporting address for your onboarding will be:

Mavin RPO Solutions Pvt. Ltd., Pearl Square, Office No. 107, First Floor, Satav Nagar, Handewadi Road, Hadapsar, Pune – 411028.

We once again congratulate you and hope that your association with the company will be successful and enriching.

For,
Mavin RPO Solutions Pvt. Ltd.

Mahesh Iyer
Director & Co-Founder

If you accept the above terms & conditions, you are required mail us your token of your acceptance by 12th of May 2022 at 12:00 pm IST.

I, **Tejswini Prakash Bokil**, hereby agree to the general terms and conditions of this Letter of Intent and shall, at all times respect to the transaction contemplated herewith.

Acceptance Signature: _____

Name: _____

Date: _____

*This is a computer-generated correspondence and does not require company seal**

Mavin RPO Solutions Pvt. Ltd.

Pearl Square, Office No. 107, Satav Nagar, Handewadi Road, Hadapsar, Pune – 411028

T +91-20-79621025

E info@mavinrpo.com

W www.mavinrpo.com

OMSHREE INDUSTRIES

Plot No. 298, Sect No. 10, PCNTDA, Bhosari MIDC, Pune – 411026,

E Mail- omshree147@gmail.com

OFFER LETTER

Date: 15th December 2021

To: Swati Bharat Patil

Dear, Swati

Based on your interview, we are pleased to offer you the position of Business Development Executive with an annual Total Fixed Salary of INR 4.80 Lacs (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

You will directly report to Sr. Branch Manager Branch Operations and will be located at Pune.

As discussed, your date of joining will be Friday, 16th December 2021 or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.



Hridiya Maruti Patil

AVP – Human Resources & Administration



Corazon Homes Pvt Ltd

Office: 404, 405, City Avenue, Near Sayaji Hotel, Wakad, Pune - 411057.

Mobile: +91 7276004884 | +91 9850534884

Mail: pravin@corazonhomes.com | Web: www.corazonhomes.com

Dated: 10th March, 2022.

Name: Mr. Sushil Belwanshi,

Address: S/O: Vinod Ward no -09 rampur tandsi rampur chhindwara, Madhya Pradesh 480555

Dear: Mr. Sushil Belwanshi,

We are pleased to confirm your appointment in our company with effect from 15th March, 2022.

The offered Cost to Company (CTC) is 3,00,000/- Per Annum. Your detailed compensation structure is mentioned in Annexure A.

Please also find attached company's appointment terms and conditions, which shall be applicable to you from the day of joining in the company.

Your joining in the company shall be considered subject to completion of the following:

- i. Submission of mandatory documents: The list of documents to be submitted is attached as Annexure B.
- ii. Satisfactory background and reference check.

Here below are the terms of your appointment:

- 1) Assignment: Your present position will be that of Business Development Executive to be posted at our PUNE office. The company may however reassign and/or transfer you to any other similar position in the company, in Pune. You will be expected to undertake such reasonable duties, as the company shall from time to time determine. You may also be required to perform duties for other group companies if necessary.
- 2) Salary: Your salary, allowance and re-imbursements of expenses will be as per details attached to this letter and marked as Annexure
- 3) Probation: Six months probationary period after which there will be a review of your performance AND you will be confirmed thereafter.
- 4) Separation: For Business Development Executive, during probation the notice period will be one month; and after confirmation of employment the notice period will be two calendar months. The company may however, at its discretion, decide to relieve the employee immediately on resignation.
- 5) Deduction: All payments to you under the terms of employment are subject to deduction at source under the Income Tax Act and other encashment that may be in force from time to time. The company will also be entitled to deduct from the payments due to you, any dues payable by you to the company.

Pravin

Sushil



Corazon Homes Pvt Ltd

Office : 404,405, City Avenue, Near Sayaji Hotel, Wakad, Pune - 411057.

Mobile : +91 7276004884 | +91 9860534884

Mail : pravin@corazonhomes.com | Web : www.corazonhomes.com

- 6) **Secrecy:** The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the company, for any reasons, any information about the interest or business of the company or any affiliated companies. You shall not communicate to any public papers, journals or cause to be disclosed at any time, any information or documents, official or otherwise relating to the company except with prior approval of the management
- 7) **Outside Employment:** While in the employment of the company, you are in no way allowed to be employed in any other company on a temporary or part time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without prior written consent of the company.
- 8) **Rules & Regulations:** Your employment will be governed by rules and regulations and code of ethics laid down by the company. The company may make such rules/or lay out such procedures as may be deemed necessary for the implementation/ administration of the terms and conditions of your employment as stated in this letter with due intimation to you and the same will be binding on you.

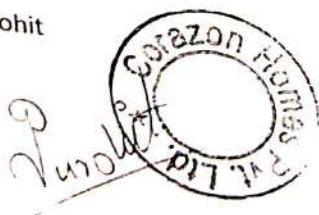
We are delighted to have you in the company.

Sincerely,

For CORAZON HOMES PVT LTD

HR Head,

Vishakha Purohit



Justi

Corazon Homes Pvt Ltd

Office : 404,405, City Avenue, Near Sayaji Hotel, Wakad, Pune - 411057.

Mobile : +91 7276004884 | +91 9860534884

Mail : pravin@corazonhomes.com | Web : www.corazonhomes.com

Annexure A

Corazon Homes and Securities	Pay Advice: Monthly
Employee Name: Mr. Sushil Belwanshi	
Designation: Business Development Executive.	

Pay Heads	Monthly Pay (INR)
Basic Salary	8000
House Rent Allowance	4000
Conveyance Allowance	3000
Medical Allowance	1500
Statutory Bonus	1400
Telephone Allowance	1200
Upkeep Allowance	1200
City Compensatory Allowance	3400
Incentive	0
Gross Salary	23700

Employer's Contribution	
Employer PF	1300
Employer ESI	0
LWF Employer	0
Total Contribution	1300
Cost to Company (CTC)	25000

Deduction (Subject to change)	
Provident Fund	1200
Employee ESI	0
Professional Tax	200
Total Deduction	1400
Net Take Home	22300

Notes:

* Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable Laws.

* You will be eligible for Gratuity Benefit as per Payment of Gratuity Act, 1972.

* Payment of ESIC claim is subject to the final approval of Regulatory Authority. Company will not be liable to make any claim settlement in whatsoever.

* There would be no Fixed Incentives. After Separation/Termination/Resignation, of employee, company is not liable to pay any incentives to employee.

* If Target is not achieved (1 Confirm Booking) then company may deduct salary upto 50%

Pravin

Pravin

HRD/1001948114/21-22

December 21, 2021

Miss
Snehal Mashalkar
Sidhivinayak Society
Flat No 23/4,
Dighi , Pune

Dear Snehal,

Congratulations! We are delighted to make you an offer as **Human Resource Executive - Trainee** and your role is

Human Resource Executive.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **05-Jan-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.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR **20,000** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 550,000** per annum.

Date: February 02, 2022

Name:

Emp. No: 469825

CONFIRMATION

Dear **SNEHA SUNIL JOSHI**

Congratulations – you have been confirmed to the position of **HR Executive** in **WNS GlobalServices Pvt. Ltd.** This is with effect from **February 15, 2022.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Global Services Pvt. Ltd.



Nitin Sardana
Corporate SVP – Human Resources

Date: February 02, 2022

Name: SMRUTI SANTOSH LOKHANDE

Emp. No: 469865

CONFIRMATION

Dear **SMRUTI**,

Congratulations – you have been confirmed to the position of **HR Executive** in **WNS GlobalServices Pvt. Ltd.** This is with effect from **February 15, 2022**.

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Global Services Pvt. Ltd.



Nitin Sardana
Corporate SVP – Human Resources



TSS Consultants Pvt Ltd
602/603 6TH FLOOR TRADE LINK A BLOCK
KAMALA MILL COMPOUND LOWER PAREL WEST MUMBAI

To,
SIDAJI LAXMAN KAMBLE

Phone – 9145075655

Dear

Mr. Sidaji,

This has reference to your application and subsequent personal discussion & interview you had with us, we are pleased to offer you a position of **Administrative HR** at total annual salary of **Rs. 3,50,240 (Cost to Company)** as per **Annexure**. Your date of joining is **10.12.2021**.

Your place of posting would be **TSS Consultants Pvt Ltd**. This shall be subject to change as per company's requirement at different times, which will be accepted by you.

1. In case you are reimbursed with your notice period recovery from your previous employer, same shall be recovered with an interest of 12% PA from you, if you leave your services voluntarily before two years of services with us.
2. This offer of employment is subject to satisfactory reference check reports and verification of all the documents mentioned below. A detailed letter of appointment covering terms and conditions shall be issued to you upon your joining the organization.
3. The management reserves the right to withdraw this offer in case any of the information provided by you at the selection stage is found misleading or misrepresented.
4. You are advised to report on the joining date to the HR department along with the documents as per following documents.
 1. Appointment letter of the last company.
 2. Experience Certificates of Last 2 companies.
 3. Increment letter of the last company.
 4. Salary slip and Bank account statement for last 3 months.
 5. Resignation letter and relieving letter of last companies.
 6. Tax calculation sheet or form 16
 7. PAN Card & Aadhar copy
 8. Permanent and present address proof.
 9. Date of Birth proof.
 10. Copies of S.S.C. / H.S.C. / Graduation / Post- graduation / other mark sheets and certificates for our reference.
 11. Passport size photo (3 nos.)
 12. Medical Fitness Certificate & Blood Group.
 13. You need to be present in Formals (White Shirt with Blazer) for Photograph as per company Guideline.



Sahyadri Super Speciality Hospital
Hadapsar

Sahyadri
Hospitals®

DATED: 11-Jun-2021

To,
Mr. Shubham Wankhede(70004259),
Matoshree Niwas,
Sasanagar Rd,
Behind Hingane Shop Galli No. Hingane Mala, Sasanagar,
Pune, MAHARASHTRA-411028.

SUBJECT: APPOINTMENT LETTER

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you as Associate (Band: I2), in Billing and Credit Control Department with effect from 11-Jun-2021 on the following terms and conditions:-

1. **PROBATION** – You shall be on probation till **11-Sep-2021**. If your services are found satisfactory during this period, your services would be confirmed in writing. Unless your services are confirmed in writing, you will continue to remain on probation. The management may on review of your performance at its discretion, dispense with the probation period at any point of time.
2. **SALARY** –You will be paid monthly compensation of **Rs.17572/- (Rupees Seventeen Thousand Five Hundred Seventy Two Only)**. The detailed salary break up is displayed in Annexure A.
 - a. Management reserves the right to bifurcate the salary, merging or bifurcating with any other allowance/ allowances.
 - b. Management reserves the right to make all the statutory and necessary deductions from your monthly salary.
 - c. Additional allowances (other than those mentioned in Annexure A) will be applicable to you only when you are working in any of the assigned departments and for the period you work in the said departments. These allowances will be subjected to your attachment to the specific area for continuous 30 days or more. These allowances will cease as soon as you are transferred out of these departments.
3. **APPOINTMENT AND REPORTING**–You shall report to the Manager-Billing and Credit Control.
4. **HOURS OF WORK**: In case of exigencies, apart from your normal working hours, you will be required to work over time for which you will never deny. Similarly, you will be required to work in various shifts as per the requirement.
5. **WORK AND DISCIPLINE** –You shall conform to all rules and regulations in force from time to time in the management and shall carry out all other lawful orders / instructions / directions of your superiors as given to you in connection with the day to day discharge of your duties while in the employment of the management.
6. "During the entire course of your employment with the Hospital, you will not actively or otherwise join and canvas for any political party / group and / or political ideology. So also, you will also not actively participate in any political programs of whatsoever nature. If you are found violating these conditions at any point of time during the tenure of your employment, you will automatically make yourself liable for serious punishment, including your dismissal from the employment.

Similarly, at any stage of your employment, if you are found putting / creating any political and or otherwise undue pressure on the Management for any purpose of whatsoever nature, either individually or collectively, the same shall be treated as a serious misconduct and in that case also, you will expose yourself for a serious disciplinary action and punishment, including your dismissal from the employment".



Sahyadri Super Speciality Hospital
Hadapsar

Sahyadri
Hospitals®

7. **PLACE OF WORK AND TRANSFER** – At present you will work at Sahyadri Super Speciality Hospital, Hadapsar. However, please note that your services are liable to be transferred to any other department or any of the sections, subsections, centers, sub-centers, subsidiary, sister concern or any other unit of the organization, which may be located at Pune or anywhere out of Pune including other states in India whether presently operational or will be operational in the future as the Management may deem necessary.
8. **DEPUTATION:** Management shall also have a right to send you on deputation for the desired period to any other department or any of the sections, subsections, centers, sub-centers, subsidiary, sister concern or any other unit of the organization, which may be located at Pune or anywhere out of Pune including other states in India whether presently operational or will be operational in the future as the Management may deem necessary.
9. **OTHER WORK EMPLOYMENT** – Your appointment is on Full-Time basis with the Establishment and accordingly you will not take up any other work, part time or otherwise, without prior written permission of the management. Double employment is strictly prohibited and your services shall be liable to be terminated in case of violation of this condition. However you may contribute articles to newspapers, journals and magazines, which will not be against the interest and wellbeing of the Establishment.
10. **EDUCATION** - In the event you desire to take up any educational course it shall be binding on you to inform the Establishment well in advance regarding the same in writing, and obtain prior written permission for the same.
11. **HOSPITAL PROPERTY** – You shall be responsible for the safekeeping of the property of the Establishment and will return the same in good condition and order. The Establishment reserves the right to deduct the money value of all such items from your emoluments and / or can take such action as it deems proper in the event of your failure to account for them to the satisfaction of the management.
12. **PAST RECORD** – If it is found at any time hereafter that your past record is objectionable or if any Declaration given by you or statement made by you to the Management proves false or if you have willfully suppressed any material information, your services will be liable for termination forthwith without any notice.
13. **CONFIDENTIAL INFORMATION** – You will not without the written consent of the management, disclose or divulge or make public except on legal obligation, any information regarding hospital matters and administration or research carried out whether the same be confined to you or become known to you in the course of your services or otherwise. You shall observe strict secrecy regarding the Hospital business and shall not divulge directly or indirectly or disclose to any person on affairs or any information regarding the Hospital. You shall not publish any written articles or deliver any talk or give any interview on any subject related to the Hospital unless approved by the management.
14. **COMPENSATION BENEFITS** – Should there be any mishap or untoward event not expected or designed which may result into partial or total disablement or would be fatal, provisions of the Employees Compensation Act, 1923 will be applicable and the benefits arising there from will be given accordingly. However, if you are / will be covered as a member of the ESI scheme framed under the ESI Act, 1948 then any such obligation shall be solely on the part of the ESI Corporation.
15. **MATERNITY BENEFITS** – It is notified that the Establishment is covered under the provisions of the Maternity Benefits Act, 1961 as amended in 2017 and all eligible female employees will be entitled to every benefit accruing under the said Act. An abstracts of the said Act has already been displayed in the Organization at a conspicuous place. However, female employees who are / will be covered under the Employees State Insurance Act, 1948 shall be entitled to get all such benefit from the ESIC corporation only.
16. **RETIREMENT** – You will retire on completion of the age of 58 years. (Please note that your date of birth as informed by you is 21-Apr-1999 Should you continue in service after 58 years of age, you will be retire thereafter by giving you one months' notice or salary in lieu thereof.

Sahyadri Super Speciality Hospital Hadapsar

Sr. No. 163, Bhosale Nagar, Hadapsar, Pune 411028 | Tel. : + 91 20 2621 0500 / 6721 0500

Fax : +91 20 6721 5098 | www.sahyadrihospital.com | Feedback.hadapsar@sahyadrihospitals.com

Sahyadri Hospitals Private Limited (CIN: U85110PN1996PTC099499)

(Formerly known as Sahyadri Hospitals Limited)

Regd. Off. : Survey No. 89 & 90, Plot No. 54, Lokmanya Colony, Kothrud, Pune 411 038

17. **TERMINATION -**

- a. During the probation period, your services can be terminated immediately without any notice or payment in lieu thereof. However, on resignation, during the probation period, you shall also be required to serve 15 days' notice or gross salary in lieu thereof.
 - b. After confirmation in writing, your services shall be liable to be terminated immediately or by giving 30 days' notice or gross salary in lieu thereof, depending upon the prevailing circumstances.
 - c. The Management shall have a right to require you to undergo the Notice Period or waive the same as per their sole description. It is to be noted that in case of recovery of Notice period from you, Goods and services tax or any other tax at the prevailing rate, shall be applicable on amount for recovery of notice period and you shall have to remit the same additionally.
 - d. The management shall have the right to require you to subject yourself, at any time during your employment, with the Establishment's Medical Board, for the medical examination. If you will not found medically / mentally fit your services may be terminated by any time without any notice or notice pay in lieu thereof. The continuance of your employment is subject to your being found and remaining medically (physically & mentally) fit.
18. Your appointment is made on the basis of information given by you in your application for employment. In case any information given by you is found incorrect or found to be concealed at any given time during the course of employment, your services are liable to be terminated without any notice period or gross salary in lieu thereof.
19. Amongst all your general duties and responsibilities as a "Associate" you will also be bound by a separate list of duties and responsibilities which is annexed herewith and marked as "Annexure B". Which may be amended or altered according to the need of the organization from time to time and shall also be binding on you.
20. **ACCEPTANCE -** If the foregoing terms and conditions are acceptable to you, please confirm this in writing, indicating your understanding and acceptance of the terms on the duplicate copy of this letter, which should be signed by you and returned to us.

For & on behalf of
Sahyadri Super Speciality Hospital, Hadapsar


Pradnya Ubale
Manager-Human Resources

Enclosure: List of Duties & Responsibilities

DECLARATION.

I, Mr. Shubham Wankhede have read and understood all the above terms and conditions and undertake to abide by the same in totality. I have also received the copy of this letter, today.

Name: Mr. Shubham Wankhede

Date: 11-Jun-2021

Address: Pune

Sahyadri Super Speciality Hospital Hadapsar

Sr. No. 163, Bhosale Nagar, Hadapsar, Pune 411028 | Tel. : + 91 20 2621 0500 / 6721 0500
Fax : +91-20 6721 5098 | www.sahyadrihospital.com | Feedback.hadapsar@sahyadrihospitals.com

Sahyadri Hospitals Private Limited (CIN: U85110PN1996PTC099499)

(Formerly known as Sahyadri Hospitals Limited)

Regd. Off.: Survey No. 89 & 90, Plot No. 54, Lokmanya Colony, Kothrud, Pune 411 038

1 Pune, Dargan Gumbhara, Kothrud, Hadapsar, Bihuvavadi, Karcha Path, Nagar Road, 1 Karad, 1 Nashik, 1



Name: Shubham Kashidkar

Fax
+91 2135-622051

E-Mail

khade.shrikant
@draexlmaier.com

Your ref., Your message of

Our ref., Our message of

Phone, Name
+91- 8378994626
Khade Shrikant

Date
27.04.2022

Offer of employment - Confidential

Dear Shubham ,

This has reference to your application and subsequent discussions you had with us. We are pleased to offer you the position of " Executive - Logistics " for DMI DRÄXLMAIER Manufacturing India Pvt. Ltd India, Chakan Plant.

You will report to Head of Logistics Department.


Your total Cost to Company would be INR 4,30,000 (Four Lakh Thirty Thousand only) per annum. Detailed salary breakup is enclosed in Annexure - I. The detailed terms and conditions of your employment will be issued to you separately in your employment agreement on your joining date. Please contact us if you need any clarification of this offer letter.


Please sign on duplicate copy of this letter as acknowledgement of your acceptance of Offer.

We congratulate you on your selection and wish you success in your career with DMI.

Yours sincerely,

For DMI DRÄXLMAIER Manufacturing India Private Limited


Zisis Rousopoulos
Director


Sunil Kale
Sr. Manager - Human Resources

Note: You are requested to join duties on or before 16th May 2022 . If not, this offer will stand cancelled.

Accepted By _____

DMI
Draexlmaier
Manufacturing India
Private Limited

Registered Office and
Plant Address

Gate No.: 307
Hissa No. 9, 11 & 12
Nanekarwadi, Chakan
Tal. Khed, Dist. Pune
PIN 410 501
Maharashtra, India

T +91 2135 622028
F +91 2135 622051

Internet
www.draexlmaier.de

Board of Directors
Siegfried Angerer
Robert Schoenmaier
Zisis Rousopoulos

CIN:
U28253RN2012PTC147710

Date: 06 September 2020

OFFER LETTER

To
Ms. Shobha Sapkale,

Greetings from the MagikNest Family!

1. We are pleased to inform you that you are being offered the position of **Customer Relationship Manager** with **MagikNest Pvt.Ltd.** This offer takes effect from your date of joining which is **07 September 2020.**
2. You shall be reporting to **SOO Preeti Patil.** You shall be reporting at 0930 hrs every day & complete your daily task before winding up and will be given Week-off on Sundays.
3. On joining the organization you shall be on probation for 3 months. You will abide by the rules and regulations of the company as may be in force. Company shall pay you a gross monthly salary of Rs. 10,000/- (Rupees Ten Thousand Only). Company may increase your salary any time depending on your performance. These benefits and other terms and conditions of your employment will be as per company policies.
4. You are required to sign and submit a copy of this offer letter as a token of acceptance and that you have read and understood the Terms and Conditions pertaining to employment.
5. This letter of offer is based on the interview which you had with us. If at any time in future, it comes to light that any of the information provided by you is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice. All matters pertaining to your offer and compensation are strictly confidential and it should be treated as such.
6. We welcome you to our organization and look forward to your contribution in the growth of the organization and yourself.



Preeti Patil
Senior Operations Officer
MagikNest Pvt. Ltd.





Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20222457926/Pune/BPS/BTN

Date:11/04/2022

Dear Mr. Shivam Ragunath Mane,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

Private and Confidential

TCSL/DT20222457926

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057

Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: <http://www.tcs.com>

Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021

Corporate Identification No. (CIN): L22210MH1995PLC084781



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click Here](#) or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20222457926/Pune/BPS/BTN** on _____ (DD/MMM/YYYY).

Signature:

Name:

Date:

BHUMI GREEN ENERGY

Hadapsar Industrial Estate, Hadapsar Kachara Ramp, final Plot No. 100,
Pune-411028, Email : bhumigreenenergy@gmail.com , Mob. No. +91 8626020202

Joining Form



Joining Date: 13/8/21

Name of Employee: Rokade Sheetal Balasahb Code#

Father's Name Balasahb Pandharinath Rokade

Date of Birth 8/5/1999 Age 22

Designation: Account Accountant Department Account

Salary: _____

Address: Sr.No 300/1A Sai vihar kalepadal
Hadapsar, Pune - 411028.

Mobile No. 8830005072 / 97722035299.

Permanent Add Sr.No. 300/1A Sai vihar kalepadal
Hadapsar, Pune - 411

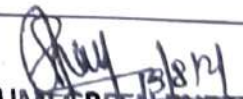
Reference Name: Vijay Tilekar Sir. Designation Director.

Address: _____

Mobile No. 9225628105


Employee Sign.




BHUMI GREEN ENERGY.
ACCOUNT HOD
Head of Dept Sign
GANESH. B.

Please provide us Any one proof (Driving license, Voter Id, Pan Card, Adhar Card & Passport) for company record.



S.NO. 106 Gosavi Vasti Shankar Math

Hadapasar, Pune, Maharashtra 411013

To,

Dear Saurabh Padmakar Kamthe,

Subject: Offer Letter

Dear Saurabh,

Congratulations!

We are pleased to inform you that, you have been selected for the post of

"Sales Associates" in our organization.

You will be paid annual emolument of 4, 52,875/- (Four Lakh Fifty Two Thousand Eight Hundred and Seventy Five Only),

You should join our organization on or before May 10 2021.

Kindly return the duplicate copy of this letter duly countersigned by you as a token of your acceptance for the terms and conditions stipulated herein.

We look forward to your joining *Aditya Corporations*.

For ADITYA CORPORATION,

Business HEAD



GOVIND MILK & MILK PRODUCTS PVT. LTD

Head office-Ganeshsheri, Pandharpur Road, Kolki, Tal. Phaltan, Dist. Satara-415523, Maharashtra, India
Phone no. 02166-221302, 7350017851, 7350017852 Fax: (+91) 02166226025

Email – contact@govindmilk.com

Offer Letter

Name: SANKET VASANT GAIKWAD

Address: Survey No 2, Near Jakaat Naka, main road, Dighi

Post Code: 410015

Date: 6th May 2021

Dear Sanket,

We are pleased to confirm that **Govind Milk & Milk Products Pvt Ltd** would like to formally offer you the position of **Business Development Executive**, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Satisfactory pre-employment Additional Information questionnaire.
- c) Evidence of qualifications (original certificates).
- d) Satisfactory PVG Scheme clearance.
- e) Evidence of eligibility to work in the UK.
- f) Valid, current driving license.

[Your employment shall be subject to an initial probationary period of no. of months during which your performance and conduct will be monitored.]

On your first day, you should bring your passport (and other documentation, if necessary) and P45. Copies will be taken of these documents for our records.

Your commencing salary will be **500000 per annum**. [Your employment does not attract bonus payments.]

The other terms and conditions of employment are set out in your Terms and Conditions of Employment. The Terms and Conditions of Employment, along with this Offer Letter, will form your contract of employment.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document or the document to us as soon as possible.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

If you have any questions concerning the terms of our offer please let us know as soon as possible and we will do all we can to ensure they are answered.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely



Govind Milk & Milk Products Pvt. Ltd. Phaltan


Vijay Parte
Senior Officer

Prestige Information Technology
B-7 Building, Andheri West, Information Area
Phase - 1, Andheri West
Mumbai - 400053
Tel: 022-26070000



28-10-2021

Samrudhi Avinash Gaikward
A26 Pradnyangad, Near Haripriya Sabhagruha
Navshya Maruti, Sinhgad Road, Pune 411030

Dear Samrudhi,

Letter of Employment - Analyst - Reporting & Insights

Following our recent discussions, we are delighted to offer you the position of Analyst - Reporting & Insights with Annalect India (part of the Omnicom Media Group). At Annalect India, we are growing and are committed to help our clients and people excel and we are confident that your contributions would enrich your career and Annalect India.

Your annual compensation (CTC) is **Six Lakh Fifty Thousand Rupees** only. Additionally Rs. 50000 one time joining bonus (to be paid back to the company in case you leave before completing one year).

We are also committed to provide employment benefits including insurance, medical (for self, dependents, and one parent), and benefits related to leaves and life events. Our philosophy of career development ensures career and growth opportunities through continuing education & certifications, internal job movements, secondments/transfer to our various offices, our proprietary learning platform and ongoing coaching.

Please note the below information related to your offer of employment:

Joining Date	01-11-2021
Work Timings	11 AM - 8 PM
Office Location	Pune
Department	Marketing Science
Reporting Manager	Shishir Singh

Kindly countersign this letter as an acceptance of the offer. On receipt of your confirmation, our onboarding team will connect with you. Meanwhile, if you have any questions, please reach out to us.

Once again, we are looking forward for you to join our growing team at Annalect India.

Yours Sincerely

For Annalect

Ritu Bhardwaj
Human Resources - Director

Our Terms of Employment:

1. Confidentiality: You will hold the Confidential Information received (including this offer letter) from Annalect India (part of the Omnicom Media Group) in strict confidence and will exercise the highest degree of care to prevent disclosure to others.
2. Upon the termination of your employment with the Company, or at the request of the Company any time prior to termination, you shall return to the Company, or destroy, as may be directed by the Company, all Company property and documents, including notes, memoranda, correspondence and other documents containing any Confidential Information, inventions and intellectual property rights, on whatever media and wherever located. You shall not retain copies of any Confidential Information, inventions or other material without the Company's prior written consent.
3. You shall not, at any time after the termination of your employment, present or hold yourself out as being in any way connected with or interested in the Company or in the business of the Company, or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning the Company or any of its directors, employees, officers, shareholders, agents, consultants or advisors.
4. Code of conduct and Integrity: You shall, during your service with the Company, work to the best of your ability and devote your full time to the Company's business as directed by the Company. So long as you are employed by the Company you shall not have interests or be employed at any time either directly or indirectly by any other business except with the prior consent in writing of the management. You shall observe and be bound by the Company's rules and regulations as varied by the Company from time to time insofar as they affect your employment with the Company.
5. Notice period: In case of resignation, you must provide the Company prior written notice of 60 Calendar Days. After giving 60 days written notice, you must serve the Company till the entire notice period of 60 days is over. However, the Company shall be entitled to grant you any waiver in the notice period and you shall be liable to pay salary in lieu of the notice period so waived, which will be at the option and sole discretion of the Company.
6. Please note that the company is entitled to revoke both the joining bonus and the confirmation bonus in the event of voluntary termination of your employment contract by you OR termination of your employment contract by the company due to a breach of any of the terms of your employment contract by you (including a notice of termination issued in either event) during the twelve (12) months from the date of your joining and the company is entitled to recover/settle the said amount from your final settlement pay-out.
 - Relocation Amounts paid during the joining time is recoverable in case you decide to leave Annalect India within one year of joining.



13. In the event that any provision herein shall be determined to be void or unenforceable in whole or in part by reason of the area, duration or type or scope of matter covered by the said provision then the said provision shall be given effect to in the reduced form as may be decided by any court of competent jurisdiction.

14. Your employment contract and all terms are governed from the Corporate Office of the Company at Mumbai. Therefore, in the event of any dispute / differences relating to this appointment or termination thereof, the jurisdiction will be of the courts in Mumbai.

15. This appointment records all prior commitments given by us verbally or in writing and is the sum total of our understanding with each other.

For Annalect

Ritu Bhardwaj
Human Resources - Director



GOVIND MILK & MILK PRODUCTS PVT. LTD

Head office-Ganeshsheri, Pandharpur Road, Kolki, Tal. Phaltan, Dist. Satara-415523, Maharashtra, India
Phone no. 02166-221302, 7350017851, 7350017852 Fax: (+91) 02166226025

Email – contact@govindmilk.com

Offer Letter

Name: SAKSHI ANILRAO CHOUDHARI

Address: Plot No 34, lane no 5, Neetaji Nagar.

Post Code: 410041

Date: 6th May 2021

Dear Sakshi,

We are pleased to confirm that **Govind Milk & Milk Products Pvt Ltd** would like to formally offer you the position of “Business Development Executive” subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Satisfactory pre-employment Additional Information questionnaire.
- c) Evidence of qualifications (original certificates).
- d) Satisfactory PVG Scheme clearance.
- e) Evidence of eligibility to work in the UK.
- f) Valid, current driving license.

[Your employment shall be subject to an initial probationary period of no. of months during which your performance and conduct will be monitored.]

On your first day, you should bring your passport (and other documentation, if necessary) and P45. Copies will be taken of these documents for our records.

Your commencing salary will be **500000 per annum**. [Your employment does not attract bonus payments.]

The other terms and conditions of employment are set out in your Terms and Conditions of Employment. The Terms and Conditions of Employment, along with this Offer Letter, will form your contract of employment.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document or the document to us as soon as possible.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

If you have any questions concerning the terms of our offer please let us know as soon as possible and we will do all we can to ensure they are answered.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely



Govind Milk & Milk Products Pvt. Ltd. Phaltan

Vijay Parte
Senior Officer



S.NO. 106 Gosavi Vasti Shankar Math

Hadapsar, Pune, Maharashtra 411013

To,

Dear Sachin Dadarao Shegar,

Subject: Offer Letter

Dear Sachin,

Congratulations!

We are pleased to inform you that, you have been selected for the post of

"Sales Executive" in our organization.

You will be paid annual emolument of 2,52,875/- (Two Lakh Fifty Two Thousand Eight Hundred And Seventy Five Only),

You should join our organization on or before May 10, 2021.

Kindly return the duplicate copy of this letter duly countersigned by you as a token of your acceptance for the terms and conditions stipulated herein.

We look forward to your joining *Ultra Precision Industries*

For ADITYA CORPORATION,

Business HEAD

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>



February 8, 2022

Sachin Devkate
Lane no 1, Mahaganesh coliny, Gokulnagar
Gokulnagar
Pune, MH 411048

Dear Sachin,

We are pleased to extend to you an offer to join Principal Global Services Private Limited ("Company" or "PGS"), 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 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 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 February 17, 2022, after which it shall stand revoked. Following are the details of your employment.

1. Remuneration:

Designation	Analyst
Title	Infrastructure Engineer
Tier	T02
Total CTC (cost to company)	₹1,080,000.00/ANNUAL

Confidential.

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

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>



Your Fixed Compensation will be ₹981,818.00 In addition, you will also be eligible for a qualifying discretionary target variable pay of

₹98,182.00 for the period January to December on pro-rata basis. 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. If you are joining PGS prior to October 1 you will be eligible for salary revision which will be prorated for the period starting your DOJ till December 31 i.e. the part of the performance period you are employed with PGS. If you are joining PGS between October 1 and March 31st, your salary may be corrected as per the company's pay structure at the discretion of the management. These revisions are effective from April 1 of the following year.
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 for a period of three months from the date of joining. On satisfactory completion of three months' probation, employee 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 employee.

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:

- a. Principal Global Services practices a 45-hour work week across 5 working days.
- b. 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. 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.

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

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>



- c. Your actual work hours and shift may vary from time to time based on business and customer service requirements. You will be advised about your working hours, break period and weekly rest days by your supervisor, leader or HR department
- d. You may be required to invest additional hours of work when necessitated by business.

5. Code of Conduct:

- a. You shall at all times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. In order to generate 'mutual respect', you should respect all individual irrespective of their caste, age, sex, level etc.
- c. You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.
- d. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the Company. This information includes and is not limited to trade secrets, technical processes, and finances, information relating to suppliers, employees, agents, distributors and customers.
- e. You shall not, during your employment or at any time there after, directly or indirectly divulge, disclose, make known, communicate use, disclose to any persons, firm, company or concerns Company's secret, proprietary and/or confidential or any other information which you may acquire receive or obtain in relation to the Company's affairs or to the working of any process or any invention which is carried on or used by the Company or any other matter which may come to your knowledge in the course of or by the reason of your employment with the Company except for the sole benefit of the Company. Provided that, in the event and to the extent it is required by law, you shall, prior to disclosing the same to the appropriate authorities, give the company sufficient days prior notice of the same to the extent possible. This restriction does not apply to information available in public domain.
- f. You shall not take copies of confidential documents or information for your own purposes, and forthwith upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic and optic recording) relating to matters concerning the business or dealings or affairs of the Company.

Confidential

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

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>



g. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone other than your Manager and appropriate HR personnel. Failing to which strict action can be taken by the company.

h. You shall not engage in any business as principal/ agent or otherwise. Meaning thereby, you will not indulge into dual employment while employed with the Company. 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.

i. 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.

j. 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

k. 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.

l. 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.

Confidential

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

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>



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.

7. Termination of Employment:

While on probation period, either the Company or an employee may at any time terminate the employment agreement by giving 30 days' written notice or if acceptable to the respective Business Unit (BU) Head, a sum equal to the amount (gross salary) or prorated amount of gross salary which would have accrued to the employee during the period of notice.

Once you are confirmed, either the Company or an employee may at any time terminate the employment agreement by giving 90 days' written notice or if acceptable to the respective Business Unit (BU) Head, a sum equal to gross salary amount or prorated amount of gross salary which would have accrued to the employee during the period of notice. You shall retire from the employment of the Company on your 60th birthday.

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

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>



We welcome you and wish you every success in your career with Principal Global Services Private Limited, a promising venture that will provide you a challenging and a rewarding professional environment with ample opportunities for career development. We look forward to your long association with Principal Global Services.

You are requested to join us on February 17, 2022. Please do not hesitate to connect with us for any clarifications.

Yours Sincerely,

For Principal Global Services Private Limited.

A handwritten signature in blue ink, appearing to read 'Manish Tripathi', written over a light blue circular stamp.

Manish Tripathi
Associate Director - Talent Acquisition

I accept the offer on stipulated terms & conditions and shall join duty on or before

(DD/MM/YYYY)

NAME _____ SIGNATURE _____

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February 8, 2022

Annexure: A

Name: Sachin Devkate

Business Unit: IT

Designation: Analyst

Title: Infrastructure Engineer

Tier: T02

Annual Compensation

Total CTC (CTC + Variable Pay) ₹1,080,000.00/ANNUAL

Cost to Company (CTC) ₹981,818.00

Variable Pay ₹98,182.00

Components	Option 1 Annual (INR)	Option 2 Annual (INR)
Basic Salary	343636	343636
HRA	137454	137454
Flex Basket	442963	462599
PF (Employer's Contribution)	41236	21600
Gratuity	16529	16529
Cost to company (CTC)	981818	981818
Variable Pay	98182	98182
Total CTC (CTC + Variable Pay)	1080000	1080000

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.

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Note:

- a. Gratuity is payable on separation after completion of continuous service of period 2 years as per the Company's Gratuity Scheme and Payment of Gratuity Act.
- b. Gross Salary definition: Sum of Basic Salary, HRA and Flexible benefit
- c. All applicable taxes would be deducted at source.
- d. Employee and his/her dependents will be covered as per company policy under Group Mediclaim Insurance (Dependents – Spouse, 2 children and parents/Parents in law).
- e. Free pick up and drop facility.

On the day of joining you are requested to carry along the originals and copies of following document.

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Hadapsar, Pune - 411013, India
Tel.: +91 020 6621 4000
<http://www.principal.com>



HR will verify self-attested copies and return the original to you.

- Copy of your relieving letter from your most recent employer.
- Copy of experience letter from all your previous employers, if any.
- Documentation supporting your Educational Qualification (Graduation onwards).
- Proof of CTC (Copy of offer letter or increment letter of the previous employer).
- Photocopy of your passport, PAN card and Aadhar card.
- Three color copies of recent photographs.
- Proof of current residential address.
- Blood Group Report.

For Principal Global Services Pvt. Ltd.

Manish Tripathi

Associate Director - Talent Acquisition

I accept the above terms & conditions

Name & Signature _____

Date(DD/MM/YYYY) _____

Note:

Following salary components are available under Flex basket. Employee needs to elect the option based on his/her personal preference to claim tax exemption. Maximum limits of the flex components mentioned below which can be opted while declaring the flex on payroll site.

Sr. No.	Particular	Max Limit (per year)
1	House Rent Allowance ('HRA')	40% of Basic
2	Leave Travel Assistance ('LTA')	10% of Basic
3	Telephone reimbursement	INR 24,000
4	Children Education Allowance	INR 2,400
5	Children Hostel Allowance	INR 7,200
6	Books & Periodicals Reimbursement	INR 10,000
7	Professional Pursuit Allowance	INR 25,000
8	Meal Coupon	INR 26,400
9	National Pension Scheme	Min INR 1,000 and Max 10% of Basic Salary
10	Voluntary Provident Fund	Maximum 88% of the Basic salary

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

PGS TRANSPORT GUIDELINES

1. Update your home address in HR database. Ensure geocode is marked correctly, else get in touch with transport helpdesk and get it rectified.
2. Employee will travel only on / by scheduled route / cab. Change of route / cab is not permitted.
3. Employees must be present at pickup point prior to scheduled pickup time. Cab would proceed after the waiting period of 3 minutes.
4. Swipe your card both during boarding and alighting from the cab. This is must.
5. Employees are not allowed to stop the cabs on the way, e.g.: at ATM centers, malls, medicals etc.
6. Pick-up and drop will be done as per employee residential address updated in HR database.
7. In case of change of address, pickup from new address would be provided after 24 hours of updating in HCM (Human Capital Management) System
8. Transport helpdesk (PGS Transport) will act as a single point of contact for attending employee grievances, regarding inadequate transport arrangements, cab problems & driver behavior.
9. No unauthorized personnel will be allowed to travel in the cab.
10. Smoking and consuming alcohol is not allowed in the cab.
11. Rostered employee not availing Company transport for two days consecutively without updating in app/URL, will not be rostered again for Company transport, until his/her vertical head sends an approval mail to resume transport.
12. If employee violates any Transport Policy, F&A team will inform concern Function Head through email & necessary action will be taken against such employee.
13. Female employee travelling between 21:00 hrs. to 7:00 hrs. will be provided security guard OR male employee will be clubbed in the cab.
14. All employees traveling on their own after 9.00 pm are requested to inform their leaders.
15. Incase employee wants a drop at hospital/ clinic etc. (especially in case of expecting female, emergencies) PGS Transport would require consent of respective leader.
16. To avail extended drop facility (20:30, 21:30, 23:45 hrs) employees will need to raise request through mobile app or URL and the cut off time for the same will be 90 minutes prior to drop time.
17. Download the app from the following location:

Android: <https://play.google.com/store/apps/details?id=in.mtap.iincube.safetrax.commuter>

IOS: <https://itunes.apple.com/us/app/safetrax-commuter/id1131270561?mt=8>

URL: pgs.safetrax.in

Transport Help Desk Contact No: 020-66206339 / 020-66205046 (Pune)
9823714179 (Hyd)

020-66235005 (Pune GSOC 24/7)

Confidential



S.NO. 106 Gosavi Vasti Shankar Math

Hadapasar, Pune, Maharashtra 411013

To,

Dear Ruturaj Umesh Nath,

Subject: Offer Letter

Dear Ruturaj,

Congratulations!

We are pleased to inform you that, you have been selected for the post of

"Sales Associates" in our organization.

You will be paid annual emolument of 4, 52,875/- (Four Lakh Fifty Two Thousand Eight Hundred And Seventy Five Only),

You should join our organization on or before May 10 2021.

Kindly return the duplicate copy of this letter duly countersigned by you as a token of your acceptance for the terms and conditions stipulated herein.

We look forward to your joining *Aditya Corporations*.

For ADITYA CORPORATION,

Business HEAD



TSS Consultants Pvt Ltd
602/603 6TH FLOOR TRADE LINK A BLOCK
KAMALA MILL COMPOUND LOWER PAREL WEST MUMBAI

**To,
Rutuja Mate**

Phone – 7073425165

Dear Miss Rutuja,

This has reference to your application and subsequent personal discussion & interview you had with us, we are pleased to offer you a position of **Administrative HR** at total annual salary of **Rs. 3,50,240 (Cost to Company)** as per **Annexure**. Your date of joining is **10.12.2021**.

Your place of posting would be **TSS Consultants Pvt Ltd**. This shall be subject to change as per company's requirement at different times, which will be accepted by you.

1. In case you are reimbursed with your notice period recovery from your previous employer, same shall be recovered with an interest of 12% PA from you, if you leave your services voluntarily before two years of services with us.
2. This offer of employment is subject to satisfactory reference check reports and verification of all the documents mentioned below. A detailed letter of appointment covering terms and conditions shall be issued to you upon your joining the organization.
3. The management reserves the right to withdraw this offer in case any of the information provided by you at the selection stage is found misleading or misrepresented.
4. You are advised to report on the joining date to the HR department along with the documents as per following documents.
 1. Appointment letter of the last company.
 2. Experience Certificates of Last 2 companies.
 3. Increment letter of the last company.
 4. Salary slip and Bank account statement for last 3 months.
 5. Resignation letter and relieving letter of last companies.
 6. Tax calculation sheet or form 16
 7. PAN Card & Aadhar copy
 8. Permanent and present address proof.
 9. Date of Birth proof.
 10. Copies of S.S.C. / H.S.C. / Graduation / Post- graduation / other mark sheets and certificates for our reference.
 11. Passport size photo (3 nos.)
 12. Medical Fitness Certificate & Blood Group.
 13. You need to be present in Formals (White Shirt with Blazer) for Photograph as per company Guideline.

Date: 02 Sep 2021

MR Rohan Ravindra Patil
Plot No 6 S N No
66/3 Near Vivekanand School Keshav Nagar Bhusawal
425201 425201

Employee No: 2179591
Dear MR ROHAN RAVINDRA PATIL

Appointment Letter

We are pleased to appoint you in our organization as CRE subject to the following terms and conditions:

1. Your contract will commence from 02 Sep 2021 and expire on 01 Sep 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 02 Sep 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.
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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make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9th of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, Team Lease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.

We at TeamLease would like to create an environment and culture committed to co - operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed



(Authorized Signatory)

Signature and date:

Name: ROHAN RAVINDRA PATIL

TeamLease
(Authorized Signatory)

Name ROHAN RAVINDRA PATIL

Salary Annexure

Employee No: 2179591

Particulars	Amount
Basic	9217
House Rent Allowance	3687
Employer PF Contribution	1106
ESIC - Employer	420
TotalAmount	14430
Amount In Words(Rs)	Fourteen Thousand Four Hundred Thirty Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	9217
House Rent Allowance	3687
Gross Earnings	12904
DEDUCTIONS *	Amount
Employee ESI	97
Employee PF	1106
Professional Tax	200
Total Deduction	1403
Net Salary	11501

* 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://lconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003

BMTC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.

Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com Registered Office: No 6, 3rd Floor, C Wing, Laxmi Towers, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051

OFFER LETTER

Date: 15th December 2021

To: RITESH ANANT ZOPE

Dear Ritesh

Based on your interview, we are pleased to offer you the position of Jr **Analyst** with an annual Total Fixed Salary of **INR 3.80 Lacs** (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

You will directly report to Sr. Branch Manager Branch Operations and will be located at **Pune**.
As discussed, your date of joining will be Friday, **16th December 2021** or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.

Sincerely,



Liton Saha
AVP – Human Resources & Administration

Annexure -1

Salary Components	Amount PA (in INR)
PART-A GROSS PAY	
Basic Salary	180000
HRA	72000
Personal Allowance	64008
Statutory Bonus	13728
TOTAL GROSS PAY	3,29,736
PART-B REIMBURSEMENTS	
Telephone & Internet Reimbursement	0
Book Reimbursement	0
Sodexo Food Pass	0
Leave Travel Allowance (LTA)	0
Petrol and Vehicle Maintenance Reimbursement	0
Child Study Scholarship and/or Self Professional Upgradation Reimbursement	0
Company Car for official work/purpose	0
TOTAL REIMBURSEMENTS	0
PART-C STATUTORY / RETIRALS	
Employer's Contribution to Provident Fund	21600
Gratuity	8664
ESIC	0
TOTAL STATUTORY / RETIRALS	30,264
TOTAL FIX PAY (A+B+C)	3,60,000
PART-D ON TARGET VARIABLE PAY	
On Target Variable pay (earning potential)	28,800
TOTAL ANNUAL ON TARGET COMPENSATION (OTC)	3,88,800

Note:

1. You will also be eligible for Variable Pay as per Pay Policy, if applicable.
2. You will receive salary, and all other benefits forming part of your salary subject to, and after, deduction of Tax in accordance with applicable laws.
3. You will also be eligible for Insurance benefits as per Insurance Policy, if applicable.

Annexure -2

1. Proof of Date of Birth
2. Aadhaar Card
3. PAN Card
4. 10th Class Certificate
5. 12th Class Certificate
6. Graduation Certificate
7. Professional Qualification Certificate(s)
8. Experience letters from all Companies you worked for, including current Company
9. Latest Passport size-coloured photographs (4 Nos.)





Ref: CGSA/CTIL/SCP/RR

Date: 4th April 2022

Mr. Rishabh Manohar Rajmane
Building A3, Flat no. 11
Darshan nagari society
Chinchwadgaon, chinchwad, Pune.
411033
Maharashtra

Subject: Letter of Offer & Appointment

Dear Rishabh,

This is with reference to our discussions for the role with **Cummins Technologies India Ltd.**, we are pleased to communicate your appointment. Please find details of your Offer

BUSINESS TITLE	: SUPPLY PLANNING COORDINATOR
GLOBAL POSITION PROFILE	: SUPPLY PLANNING COORDINATOR - LEVEL III
LOCATION	: Pune
SALARY GRADE	: JM2
DATE OF JOINING	: 25 th April 2022

Annual Total Compensation: Your annual total compensation will be **Rs. 6,50,186/- (Rs. Six Lakh Fifty Thousand One Hundred and Eighty-Six only)**, excluding Indirect Benefits. Pls. Refer to Annexure A for detailed salary break up.

Relocation Reimbursement: Outstation candidates shall be eligible for a One-Time reimbursement of the relocation expenses, as per Company policy. The details of Relocation benefits are enclosed in **Annexure B**

Notes:

1. The attached Compensation sheet (ANNEXURE A) includes your total compensation including Guaranteed Cash, Performance Pay (at payout factor 1) & Retirals.
2. Total Compensation however, does not include any indirect benefits, which are over and above, as per policy
3. Performance pay is governed by the provisions of Annual Variable Pay Policy
4. This offer is subject to you clearing our **Background Verification process and pre-employment medical examination. In the event of any discrepancy being found as the result of the background verification check, the Company retains the right to terminate the employment with immediate effect.**
5. The details shared above are strictly confidential and not to be disclosed.

This offer is valid subject to your joining on the date mentioned above. You are requested to communicate your acceptance and acknowledgement of offer on or before (a week's time from date of issue) through an email or by sending us a duplicate copy of this Offer letter with your signature and date mentioned on it, failure to which, the offer will be deemed invalid.

Please feel free to reach **Nilesh T Gaikwad (nilesh.gaikwad@cummins.com)** for any questions on the same. We look forward to the pleasure of having you on board for a long and fruitful association.

For Cummins Technologies India Ltd.

Digitally signed
by Veena Shah
Date:
2022.04.04
10:11:24
+05'30'

Veena Shah
HR Leader - CGSA

Cummins Global Services and Analytics
Division of Cummins Technologies India Private Limited
(Formerly known as Cummins Technologies India Limited)
Registered Office
Cummins India Office Campus
Tower A, 2nd, 4th and 8th Floor, Survey No. 21
Balewadi, Pune 411 045, Maharashtra, India
Phone +91 20 67067000, 39651000
Fax +91 20 67067011/18
cumminsindia.com
ctipl@cummins.com

CIN: U29113PN1994FTC139I53



TERMS AND CONDITIONS OF APPOINTMENT

1. This offer is subject to passing of your medical examination and Background Verification.
2. You will be on probation for the period of 6 months. Your services will be confirmed at the end of the probation period if the Management is satisfied with your work and conduct. The Management reserves the right to extend your probation period if your performance, in the opinion of the Management, does not come up to its expectations. During the probation period, your services may be dispensed by a written notice of 15 days or payment in lieu thereof without assigning any reason. You can leave the Company's services during the probation period by giving a written notice of 15 days.
3. Your services would be governed by the Company's rules and regulations in force currently and as applicable from time to time. The facilities, amenities and benefits provided to employees in excess of the statutory requirements do not form a part of the conditions of service and are subject to change or be reduced at the discretion of the Management.
4. You are liable to be transferred to any of the Company's establishments which may be set up in any part of the country. On your transfer, you will be governed by the Company's rules and regulations applicable to that establishment.
5. You will be entitled to leave (vacation) in accordance with the Company policy.
6. During the period of your employment with the Company you shall not engage in any other profession or business, publish any articles or deliver any talk pertaining to your profession or be associated with any organization pertaining to your profession, without the written consent of the Company.
7. You shall, at all times, maintain complete secrecy about the Company's business affairs, Inventions, techniques and processes of manufacturing and management and the like which may come to your knowledge during your employment.
8. You shall inform the Company immediately regarding any inventions, patents, processes etc. that you may make or discover in the course of your employment and the Company shall have the right to take over the patent, process or invention on payment of such compensation as may be considered appropriate by the Company.

You shall promptly disclose in confidence to the Company all Inventions that you make or conceive or first reduce to practice or create, either alone or jointly with others, during the term of your employment. You hereby undertake that all such Inventions shall vest exclusively and perpetually with the Company and you shall have no claims or rights to such Inventions.

9. You agree to execute a separate 'assignment deed' from time to time, as and when required by the Company, for the purpose of assignment of all the Inventions in favor of the Company. You shall at all times cooperate with the Company and its agents and/or attorneys as may be necessary to perfect, maintain, defend and enforce the patenting of the Inventions including the future developments / improvements / modifications thereof, and to perform all actions and execute all such deeds and documents as shall be necessary to formalize the vesting of the legal and beneficial title/ownership of the Company thereto.

You for the purpose of giving to the Company, the full benefit of the provisions of this Clause, hereby agree to issue an irrevocable and indefinite power of attorney to the following effect:

"Where Cummins Technologies India Ltd. is unable, after contacting Rishabh Rajmane either in person or by registered post addressed to the last known address of such Rishabh Rajmane as in Cummins Technologies India Ltd.'s records, to secure Rishabh Rajmane's signature for any reason whatsoever, Rishabh Rajmane

Cummins Global Services and Analytics
Division of Cummins Technologies India Private Limited
(Formerly known as Cummins Technologies India Limited)
Registered Office
Cummins India Office Campus
Tower A, 2nd, 4th and 8th Floor, Survey No. 21
Balewadi, Pune 411 045, Maharashtra, India
Phone +91 20 67067000, 39651000
Fax +91 20 67067011/18
cumminsindia.com
ctipl@cummins.com

CIN: U29113PN1994FTC139I53



irrevocably designates and appoints Cummins Technologies India Ltd and its duly authorized officers and agents, as Rishabh Rajmane's agent and attorney-in-fact, to act for and on behalf of Rishabh Rajmane, to execute and file any application(s) or document and to do all other lawfully permitted acts to further the prosecution, issuance, and enforcement of letters patent, copyright or other analogous rights or protections, with the same legal force and effect as if executed by Rishabh Rajmane."

10. You recognize the right of the Company to commercially exploit and market the Inventions and any future development / modification / improvement thereof in all formats/applications all over the world and waives any future claim or interest in the ownership or proceeds from commercialization of such Intellectual Property developments, modifications, or improvements.
11. Injunctive Relief - You agree that in the event of breach or threatened breach of any of the above clauses, the Company shall suffer irreparable injury and the Company shall be entitled to specific performance of your obligations as well as such further injunctive relief as may be granted by any court of competent jurisdiction, without prejudice to any other relief, monetary or otherwise as the Company may be entitled under the applicable laws.
12. You shall maintain and render an account of all such Company properties and equipment entrusted to you and shall be liable for the same.
13. You will not resort to / indulge in use of tobacco in any form, i.e. smoking, chewing and snuffing on the premises of the company.
14. You or the Company can terminate the service contract without assigning any reason, by a written notice of one month or payment of salary and allowances (Guaranteed Cash Components) in lieu thereof.
15. You are required to keep the Company informed of any change pertaining to any of the declarations made by you at the time of your appointment.
16. Retirement age as per current policy is 60 years.
17. Your personal data may be stored on secured servers and or computer networks in or out of India protected as per Cummins IT policies in force regarding access and data security. You hereby agree to permit access to your personal data to authorized Cummins Officials in India and abroad for official purposes from time to time.
18. Confidentiality Obligations - You shall treat all Confidential Information acquired during the course of your employment and the Intellectual Property of the Company, as strictly confidential, and shall not disclose it to any third party, or make use of it, without the prior written and express consent of the Company. This obligation of yours shall persist during the term of your employment and also after expiry or termination or cessation of your employment with the Company for any reason whatsoever.
19. Definitions: For the purposes of these terms and conditions, the following meaning shall hold:
"Confidential Information" shall mean any trade secrets or confidential or secret information, whether marked or unmarked, in any media relating to the business, technical processes, designs or finances of the Company and its suppliers, agents, distributors, clients or customers or any confidential or secret information connected with the services provided or products manufactured, marketed or under development by the Company and in particular shall include (but not be limited to) Inventions, research papers, computer models generated by the Employee or provided to the Employee during the Employment, business plans, marketing plans, budgets and costing, any information regarding Intellectual Property, or any information received from a third Party that is protected by a duty of confidence.



"Intellectual Property" shall mean patents and all relevant pending applications; trademarks, trade names, logos or other information which may identify business operators; copyrights; know-how; trade secrets; designs; computer, data and documentation; domain names; and other intellectual properties.

"Invention" shall mean all inventions, improvements, designs, original works of authorship, research data, formulas, processes, compositions of matter, computer software programs, databases, mask works, and trade secrets and shall also include any discoveries that the Employee makes or conceives or first reduces to practice or creates, either alone or jointly with others, during the period of his employment with the Employer/Company, whether or not made during or after normal business hours and whether or not patentable, copyrightable or protectable as trade secrets.

20. You shall not give any press release or other external communication regarding any part of this employment agreement, including any general statements as to the existence of a relationship, except with the prior written consent of the Company.
21. Payment of Gratuity shall be made as per the Payment of Gratuity Act.
22. Any dispute or difference arising out of or related to your employment shall have jurisdiction of Court of Pune (Maharashtra) only.

XXX



ANNEXURE A
Annual Total Compensation

	Salary Grade	JM2	
	Name	Rishabh Rajmane	
	Division / Function	CGSA/SCP	
	Business Title	Supply Planning Coordinator	
	Global Position Profile	SUPPLY PLANNING COORDINATOR - LEVEL III	
	Effective Date	25 th April 2022	
A	Guaranteed Cash	INR	INR
	Basic	15,900	1,90,800
	Special Allowance	15,977	1,91,724
	House Rent Allowance (50% of Basic)	7,950	95,400
	Bonus / Ex -gratia	2,100	25,200
	Conveyance	1,600	19,200
	Medical Allowance	1,250	15,000
	Leave Travel Allowance (Paid Annually)	708	8,500
B	Total A	45,485	5,45,824
	Retirals		
	Employer PF (12% of Basic)	1,908	22,896
	Gratuity (4.81% of Basic)	765	9,180
	Superannuation (15% of Basic)	2,385	28,620
C	Total B	5,058	60,696
	Variable Pay		
	Performance Pay (Average amount at pay-out factor of 1. The pay-out can vary between 0 and 2. Paid Annually)	3,639	43,666
	Total C	3,639	43,666
	Total A+B+C (Benefit to Employee)	54,182	6,50,186

Indirect benefits such as Hospitalization, Uniform & Shoes, Canteen, Personal Accident coverage as per Company policy

For Cummins Technologies India Ltd.

Veena Shah
Digitally signed
by Veena Shah
Date: 2022.04.04
10:11:37 +05'30'

Veena Shah
HR Leader - CGSA

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cumminsindia.com
ctipl@cummins.com

CIN: U29113PN1994FTC139I53



ANNEXURE B Domestic Relocation Benefits for Outstation Candidates

Your Relocation, Your Role!

- We, at Cummins, are excited that you have decided to join us and would like to ensure that your relocation takes place seamlessly and is well supported by us.
- To assist you and your family/spouse or partner (if applicable) in understanding the terms of the domestic relocation policy, an orientation meeting will take place with the Cummins Business Services Mobility Team. Procedures and processes will be explained to you in the meeting
- The mobility team will create a request on the relocation portal on your behalf once we have necessary inputs from you regarding your relocation requirements. You will be receiving email notification from Cummins Mobility Team (CBSMobilityTeam@cummins.com, this is system generated email ID, do not reply to this) once this is done
- Please note that the further processing of your relocation request will be initiated only after your respective HR Business partner validates and approves the same
- You do not have access to the relocation portal at this time, however, once you have officially joined, you will be able to access the portal using your Cummins username & WWIMS password to request for additional Relocation support & services.
- If you need any clarifications or have questions that we can answer for you, please reach out to us on the following email ID: CBSHR.Mobility@cummins.com

POLICY SCOPE

- Relocation will be applicable in case if your new Cummins work location is at a distance greater than or equal to 100 km away from your current location
- Eligibility: Policy has 2 options, Tier 1 & Tier 2 based on your professional work experience. Please refer below table to determine your eligibility

Tier 1 Policy	Tier 2 Policy
The employee has less than 2 years of professional work experience.	The employee has more than 2 years of professional work experience.

DOMESTIC RELOCATION POLICY AT A GLANCE – Tier 1

Policy Component	Description of Benefit
Relocation Orientation call	<ul style="list-style-type: none">▪ To assist the employee and spouse/partner in understanding the terms of the domestic relocation policy, the CBS Mobility team will conduct an orientation meeting with the employee
Relocation Leave	<ul style="list-style-type: none">▪ After joining, up to 5 days of paid Relocation leave will be provided to the employee to complete the Relocation process upon the respective manager's approval over email

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Policy Component	Description of Benefit
Home Finding Assistance	<ul style="list-style-type: none"> The employee will be provided with home finding assistance at the destination location. The Company's mobility service provider will connect the employee with the designated representative with whom the employee will work with to locate a housing at the new destination
Home Finding Trip	<ul style="list-style-type: none"> The employee will be provided with "home finding trip" which includes: one (1) round-trip visit to the destination location and hotel stay for up to two (2) days and one (1) night for the employee (company provided service / reimbursement as applicable)
Temporary Living	<ul style="list-style-type: none"> The employee and dependent family members will be provided temporary lodging facilities and meal allowance limited to maximum of INR 500 per person per day, for up to fifteen (15) days at the destination location.
Movement of Household Goods, Two- wheeler & Storage facilities	<ul style="list-style-type: none"> The Company will assist with the shipment of employee's household goods including one (1) two-wheeler to the destination location. The Company will provide for packing, loading, unloading and insurance of the shipment of household goods Locations where company provided services are not available and/or if the total volume of goods is less than 250 cubic feet, the employee can claim the actual expenses incurred by the employee for transporting their belongings Temporary in-transit/ destination storage will be provided for up to fifteen (15) days if the employee's permanent housing in the destination location is not ready
Final Relocation Travel	<ul style="list-style-type: none"> Employee and dependent family members will be provided economy class airfare or rail fare to the destination location if the distance to the new location is 400 kilometers or more If the distance to the destination location is less than 400 kilometers, mileage expenses (Car or Bus) will be reimbursed
Misc. Allowance	<ul style="list-style-type: none"> Employee will be paid One-time Lump Sum of INR 27000 as miscellaneous allowance
Tax Liability Assistance	<ul style="list-style-type: none"> Tax liability arising on account of the miscellaneous allowance disbursed to the employee will be borne by the company

DOMESTIC RELOCATION POLICY AT A GLANCE - Tier 2

Policy Component	Description of Benefit
Relocation Orientation	<ul style="list-style-type: none"> To assist the employee and spouse/partner in understanding the terms of the domestic relocation policy, the CBS Mobility team will conduct an orientation meeting with the employee
Relocation Leave	<ul style="list-style-type: none"> After joining, up to 5 days of paid Relocation leave will be provided to the employee to complete the Relocation process upon the respective manager's approval over email
Home Finding Assistance	<ul style="list-style-type: none"> The employee will be provided with home finding assistance at the destination location. The Company's mobility service provider will connect the employee with the designated representative with whom the employee will work with to locate a housing at the new destination
Home Finding Trip	<ul style="list-style-type: none"> The employee and spouse/partner will be provided with "home finding trip" which

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Policy Component	Description of Benefit
	includes: one (1) round-trip visit to the destination location and hotel stay for up to two (2) days and one (1) night for the employee (company provided service / reimbursement as applicable)
Departure Residence Home Sale Benefit	<ul style="list-style-type: none"> In case the employee wants to see the employee's primary residence at the departure location on account of relocation, the Company will provide reimbursement of the real estate agent's fees, capped at 2% of the home sale price
Departure Residence Lease Cancellation Assistance	<ul style="list-style-type: none"> In case the employee's primary residence at the departure location is a rental property, the Company will provide reimbursement of the penalties incurred due to lease cancellation capped at a maximum of two (2) month's rent of the rental property
Movement of Household Goods, Vehicles & Storage facilities	<ul style="list-style-type: none"> The Company will assist with the shipment of employee's household goods including one (1) four-wheeler and/or one (1) two-wheeler to the destination location. The Company will provide for packing, loading, unloading and insurance of the shipment of household goods Locations where company provided services are not available and/or if the total volume of goods is less than 250 cubic feet, the employee can claim the actual expenses incurred by the employee for transporting their belongings <p>Temporary in-transit/ destination storage will be provided for up to fifteen (15) days if the employee's permanent housing in the destination location is not ready</p>
Temporary Living	<ul style="list-style-type: none"> The employee and dependent family members will be provided temporary lodging facilities and meal allowance limited to maximum of INR 500 per person per day, for up to fifteen (15) days at the destination location
Final Relocation Travel	<ul style="list-style-type: none"> Employee and dependent family members will be provided economy class airfare or rail fare to the destination location if the distance to the new location is 400 kilometers or more If the distance to the destination location is less than 400 kilometers, mileage expenses (Car or Bus) will be reimbursed
Misc. Allowance	<ul style="list-style-type: none"> The employee will be paid a One-time lump sum allowance equivalent to one-month base salary (Guaranteed Cash Component- refer to your offer letter) with a minimum and maximum amount (see policy criteria)
Tax Liability Assistance	<ul style="list-style-type: none"> Tax liability arising on account of the miscellaneous allowance disbursed to the employee will be borne by the company

Repayment Agreement:

The repayment clause stated below is applicable for all benefits provided under the Domestic Relocation Policy. The employee should remain in employment with Cummins India entities for two consecutive years to benefit from the repayment agreement. In the event of not doing so the relocation expenses incurred by Cummins will be recovered from the employee as per the following plan:

100% Repayment if the employee leaves before the end of 12 months from date of joining

50% Repayment if employee leaves after completion of 12 months and before the end of 24 months from date of joining

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If an employee is unable to join the company or doesn't relocate, the employee should communicate the same to the company and repay the company for any relocation expenses paid and/or reimbursed within 30 days of such communication.

Domestic Relocation Coordinator:

A detailed understanding of the terms and conditions associated with the benefits mentioned in this document will be provided during your relocation orientation call with the Relocation Coordinator. After your relocation services have been initiated the Relocation Coordinator will be your one point of contact of any services pertaining to your relocation. We encourage you to become fully involved in your move and to work closely with the professional resources available to you. The Cummins Business Services mobility team will work closely with you to ensure a smooth transition to your new location!

On-Boarding Contact person:

In the first week of your joining, you will be undergoing our 4 day Global On-boarding induction program (GOB) that is currently virtual. Our team members from GOB Team will reach out to you to discuss the On-boarding schedule. Please expect to hear from global.onboarding@cummins.com.

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CUMMINS CODE OF BUSINESS CONDUCT

OUR VISION

Innovating for our customers to power their success

OUR MISSION

Making people's lives better by powering a more prosperous world

Cummins is a value based organization. Our core values are -

1. INTEGRITY

Doing what you say you will do and doing what is right

2. DIVERSITY & INCLUSION

Valuing and including our differences in decision making is our competitive advantage

3. CARING

Demonstrating awareness and consideration for the wellbeing of others

4. EXCELLENCE

Always delivering superior results

5. TEAMWORK

Collaborating across teams, functions, businesses and borders to deliver the best work

- Our commitment to integrity means that we will exceed the minimum requirements of the law and industry practices. We feel strongly about our written policies and will not tolerate violations at any level of the Company.

CONDUCT REGARDING OUR CUSTOMERS, SUPPLIERS AND COMPETITORS

Treatment of Customers

We are dedicated to exceeding the expectations of our customers better than our competitors. Our products, information and support are designed to give our customers a competitive advantage

Competitors

Cummins competes vigorously with our competitors, but always with integrity. Employees should not disparage Cummins competitors or their products. Generally, an employee should not accept confidential information about a competitor.

Government Contracts

As since the Company is a supplier to federal, state and local governments around the world, Cummins employees must comply with all laws and regulations relating to government contracts and cooperate fully with investors and auditors who require information in connection with these contracts.



Payments to Government Officials

Cummins policy must be closely followed while making payments to individuals outside the normal course of business. In no event should a payment be made that violates the Foreign Corrupt Practices Act of 1977, which is detailed in the full policy.

Dealing with Suppliers

If an employee or his/her family member has a relationship with a current or potential supplier, there exists the potential for a conflict of interest. So, the employee should not participate in any decisions related to the supplier or potential supplier, and should inform his/her supervisor of the relationship.

Meals, Gifts and Discounts

Generally, Cummins employees should refrain from accepting gifts. However, if a refusal to accept a present offends the other party, then a gift of nominal value may be accepted. If it is a high value, then it should be reported. Cummins employees should not accept discounts on personal goods that are linked to actual or potential business dealings.

Definition and treatment of expenses listed below are available in the detailed Code of Conduct policy which you need to study and follow:

- **Dining: With Business Colleagues, including Hosting Conferences**
- **Business Entertainment**
- **Employee Recognition**

Outside Employment

Employees should not work for a Cummins customer, supplier, or competitor. Employees may not hold other full or part-time positions or directorships outside the Company unless the job is permitted by the employee's manager and is disclosed in the annual Ethics Certification Statement.

Trading in Cummins Securities

Illegal trading in Cummins stocks and securities is not permitted. To avoid problems with stock purchases or sales, employees should refer to the details mentioned in the Cummins Code of Conduct.

CONDUCT REGARDING OUR EMPLOYEES

Treatment of Each Other at Work

To maintain an atmosphere of respect, no one should make comments that are embarrassing or demeaning to another. An employee who takes part in harassing behavior that creates a hostile or offensive work environment will be subject to severe disciplinary action. Our no-tolerance policy also applies to customers, suppliers and contractors.



Health, Safety and the Environment

Prevention of occupationally related injuries and illnesses is the responsibility of every Cummins employee. In addition, all employees are expected to immediately report unsafe or hazardous working conditions to a supervisor.

Alcohol and Illegal Drugs in the Workplace

Illegal drug or alcohol use on the job is not permitted. Disciplinary procedures for violation of this policy could include termination, even for a first offense.

Community Activities

The Company does not dictate the position employees should take on community or public issues. However, when an official Company position is necessary or desirable, only the appropriate Cummins officer can issue a statement.

CONDUCT REGARDING OUR SHAREHOLDERS

Financial Records

No false or misleading entries or failure to make required entries is permitted for any reason. Each employee must report all corporate transactions accurately, including receipts, disbursements and the purpose of the transactions.

CONDUCT REGARDING OUR PROPERTY

Information Security

Employees should use extreme care in protecting confidential or proprietary information stored in paper documents, on computers, voice /electronic mail and in similar systems and materials. Face-to-face conversation on confidential subjects should be conducted in a secure location. Employees should not attempt to access secret/ restricted data unless permitted by the owner of that information.

Computer Equipment and E-Mail

The Company's computer hardware, software and data may be used only by authorized personnel for Company business. All licensing provisions and copyright restrictions are respected. Some personal use is allowed if it does not interfere with the employee productivity or pre-empt any business activity.

CONDUCT REGARDING POLITICAL CAMPAIGNS AND THE MEDIA

Individual Responsibility

No Company property can be used to support any candidate's political campaign, unless directed by the Cummins Political Action Committee. Employees may not conduct campaign activities during regular working hours.



Reporting Concerns

If an employee wishes to report any code compliance matters, s/he may Contact local Human Resource department or Legal department for any assistance or ethics.cummins.com or such reports may be made anonymously by calling the confidential Ethics Help Line at the appropriate number for the employee's location. No employee will suffer any reprisal, retaliation or career disadvantage for reporting questionable behavior.

This is an extract of the *Code of Conduct* and it is your responsibility to understand the detailed code immediately after joining Cummins. ***It is a pre-condition of your employment with the company that you adhere to the Cummins Code of Conduct and Treatment of Each other Policy.***

Accepted

Signature of Employee

Name of Employee:

Date:.....

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Flat No E-1106, Wing E2, Pebbles II S. No. 270, Behind DSK
Toyota, Bavdhan PUNE Pune MH 411021

Date: 10.03.2021

Ravindra Madhukar Lokare
Hadapsar Pune 411028

Dear Ravindra,

We are Pleased to inform you a position of "Relationship Executive" Corazon Homes Pvt Ltd. Your total employment Cost to company will be Rs- 300000/-per annum, effective from your date of joining the company. The details are provided in the annexure.

You are required to submit a copy of relieving letter from your previous Organization (as applicable) mentioning the cause of separation on your date of joining.

Please check below details:

Probation Period -The probation period needs to be served by the candidate, after joining the job.

Confirmation Letter - Candidate will get confirm based on performance during the probation period.

Notice Period Clause – if the employee desire to leave the company, he/she need to serve notice period as per stated (2 months)

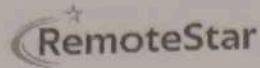
Ravindra Madhukar Lokare

Name of employee

A handwritten signature in blue ink, appearing to read 'H. Patel', with a horizontal line underneath.

-Sr Mgr Operation Head

Name/Sign of provider of Appointment letter



Remotestar Ltd

Company Number 12580956

42-44 Bishopsgate, London, EC2N 4AH, United Kingdom

This agreement is dated 6 January 2022

To: Rashi Dikshit

A-607, Gera emerald city north, , Kharadi, Pune, 411014, India

Consultancy Agreement

Dear Rashi,

This letter (the "Agreement") records our agreement with you in relation to consultancy services to be provided by you to Remotestar Ltd ("**Remotestar**", the "**Company**").

Please counter-sign at the end of this letter.

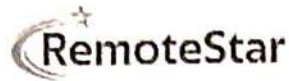
1 DEFINITIONS

In this Agreement unless the context requires otherwise:

"**Approved Expenses**" means the expenses which the Consultant is permitted to claim without prior approval described in Schedule One.

"**Business Property**" means:

- (a) all Materials (whatever format and wherever located), including copies, relating to the business, customers, products, finances or affairs of the Company provided to or produced, maintained or stored by the Consultant in connection with the Project and/or delivery of the Services (excluding the Consultant's own records necessary for legal and accounting compliance); and
- (b) all Equipment provided to the Consultant by or on behalf of the Company, and any Equipment



Remotestar Ltd

Company Number 12580956

42-44 Bishopsgate, London , EC2N 4AH, United Kingdom

This agreement is dated 6 January 2022

To: Rashi Dikshit

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- (b) all Equipment provided to the Consultant by or on behalf of the Company, and any Equipment

produced by the Consultant, including prototypes, in connection with the Project and/or delivery of the Services.

"Confidential Information" means all information of a confidential nature (in whatever format and wherever located), including copies, whether created before or after the date of this Agreement and whether marked "confidential" or not, including the Business Property and any Invention.

"Consultant" means Rashi Dikshit of A-607, Gera emerald city north, , Kharadi, Pune, 411014, India.

"Created Works" means any and all works created by or on behalf of the Consultant in connection with the Project and/or delivery of the Services including any created Business Property (in all cases including source code).

"Data Protection Laws" means the United Kingdom General Data Protection Regulation, the Data Protection Act 2018 and all other mandatory laws and regulations of the United Kingdom which are applicable to the parties' Processing of Personal Data under this Agreement.

"Equipment" means any equipment including access passes, consumables, devices, hardware, keys, machinery, software and tools.

"Fees" means the fees for the Services described in Schedule One.

"Intellectual Property Rights" means all intellectual property rights, whether registered or not, including pending applications for registration or extension of such rights, including rights to inventions, copyright and related rights, moral rights, patent rights, trade marks, trade names, goodwill and the right to sue for passing off, design right, rights in or to databases, rights to have information kept confidential, rights in or relating to confidential information, rights in relation to domain names and trade names, and all other industrial, commercial or intellectual property rights (whether registered or unregistered) throughout the world and all similar or equivalent rights or forms of protection which exist now or may exist in the future.

"Invention" means any invention, idea, discovery and improvements, whether or not patentable or registrable, and whether or not recorded in any medium made by the Consultant in connection with the Project or the provision of the Services.

"Materials" means any materials including artwork, books, correspondence, databases, designs, diagrams, documents, information, manuals, papers, pitches, plans, records, reports, research, software and specifications.

"Moral Rights" means any moral rights including the right to be identified, the right of integrity and the right against false attribution.

"Project" means the project described in Schedule One.

"Services" means the services of the Consultant to deliver the Project, including those described in Schedule One.

The interpretation of general words will not be restricted by words indicating a particular class or particular examples.

2 PERIOD OF SERVICES

The Consultant will provide the Services to the Company from 1 January 2022 unless and until terminated by either the Consultant or the Company giving the other not less than 30 days notice or otherwise terminated in accordance with the terms of this Agreement.

3 DUTIES WHEN PROVIDING SERVICES

The Consultant will provide the Services in accordance with this Agreement and will:

- (a) apply such time, attention, resources and skill as may be necessary for the due and proper performance of the Services to the standard to be expected of an expert supplier of services similar to the Services;
- (b) ensure that, when providing the Services, the Consultant does not interfere with the activities of the Company, its employees, agents, suppliers or customers except as reasonably necessary to carry out the Services;
- (c) ensure that all written Materials given by the Consultant to the Company are or were accurate when given, and remain accurate and comprehensive in all material respects;
- (d) act in the Company's best interests and avoid conflicts of interest and promptly notify the Company of any conflict of interest which arises; and
- (e) comply with all applicable laws and Company policies and procedures from time to time insofar as they are relevant to the Services, including all relevant security and code of conduct policies.

Unless they have been specifically authorised to do so by a director of the Company in writing, the Consultant will not have any authority to incur any expenditure in the name of or for the account of the Company nor hold themselves out as having authority to bind the Company.

With prior written approval by a director of the Company, the Consultant may appoint a suitably qualified substitute to perform the Services on the Consultant's behalf ("**Substitute**"), in which case, before performing any part of the Services, the Substitute must enter into direct undertakings with the Company, including with regard to confidentiality and intellectual property rights. All the duties and obligations on the Consultant will apply to the Substitute, and the Consultant will continue to be subject to all duties and obligations under this Agreement for the duration of the appointment of the Substitute. The Company will continue to pay the Consultant as set out in section 4 below and the Consultant will be responsible for all payments to the Substitute.

If the Consultant is unable to provide the Services due to illness or injury, the Consultant must advise the Company as soon as reasonably practicable, and the Company is entitled to adjust the Fees payable under section 4 to take account of any period the Consultant or Substitute is unable to provide the Services.

4 FEES AND EXPENSES

Provided that the Services are performed in accordance with this Agreement, the Company will pay the Consultant the Fees and Approved Expenses.

The Consultant will submit an invoice with all information necessary to evidence that the Services have been provided in accordance with this Agreement and the corresponding amount payable (including VAT and any taxes, if applicable).

The Company will pay each valid invoice submitted by the Consultant within 7 days of receipt.

The Company will reimburse the Approved Expenses subject to production of receipts or other appropriate evidence of payment.

The Company will also reimburse all other reasonable expenses properly and necessarily incurred by the Consultant in the course of the Services, subject to production of receipts or other appropriate evidence of payment and compliance with the Company's expenses policy (including any applicable prior approval rules).

Payment in full or in part of the Fees (or any other sums) claimed under section 4 will be without prejudice to any claims or rights of the Company against the Consultant in respect of the provision of the Services.

5 OTHER ACTIVITIES

Nothing in this Agreement will prevent the Consultant from being engaged, concerned or having any financial interest in any capacity in any other business, trade, profession or occupation during the period of the Services provided that:

- (a) such activity does not cause a breach of any of the Consultant's obligations under this Agreement;
- (b) The Consultant will not engage in any such activity if it relates to a business which is similar to or in any way competitive with the business of the Company in connection with services connected to a project similar to the Project without the prior written consent of a director of the Company.

6 ASSIGNMENT AND INVENTIONS

All Intellectual Property Rights in the Created Works and the Inventions will vest in the Company upon payment of the associated invoice and all right, title and interest to the Created Works and the Inventions and Intellectual Property Rights therein anywhere in the world will be the property of the Company.

The Consultant hereby absolutely and with full title guarantee assigns to the Company, by way of present assignment of present and future rights, title and interest, all Intellectual Property Rights in and to any and all Created Works and Inventions ("**Assigned Rights**").

This assignment includes the right to bring and defend any claim or cause of action arising from ownership of any of the Assigned Rights whether occurring before, on, or after the date of this Agreement. Insofar as they do not vest automatically by operation of law or under this assignment, the Consultant holds legal title in these Intellectual Property Rights, Created Works and Inventions on trust for the Company.

To the extent that any future Assigned Rights can be assigned under this section they are so assigned. To the extent that they cannot by operation of law be so assigned, the Consultant agrees to assign them to the Company on their coming into existence.

The Consultant will notify the Company in writing of all Inventions promptly on their creation.

The Consultant will whenever requested to do so by the Company and in any event on the termination of this Agreement, promptly deliver to the Company all Equipment and Materials recording or relating to any part of the Created Works and the process of their creation which are in their possession, custody or power (excluding Equipment and Materials used by the Consultant in the ordinary course of their business).

The Consultant will not register or attempt to register any of the Intellectual Property Rights in the Created Works, nor any of the Inventions, unless requested to do so in writing by a director of the Company.

The Consultant agrees at the Company's cost to do all things which are necessary or desirable for the Company to obtain for itself or its nominees the full benefit of this assignment, including to cooperate fully in any action by the Company to enforce its rights against a third party, including, at the Company's reasonable request, to take action against the third party.

7 NON-INFRINGEMENT

The Consultant represents, warrants and undertakes that:

- (a) only the Consultant will undertake the services to create any Created Works (and if anyone else does, the Consultant will obtain equivalent assignment(s) to this Agreement);
- (b) none of the Created Works will copy wholly or substantially from any other work or material and the use or exploitation of the Created Works will not in any way violate or infringe any rights of any third party;
- (c) where any Created Works contain licensed Equipment or Materials, such licenses will be either (i) on an open-source basis or (ii) on a world-wide, perpetual, irrevocable and royalty-free basis, and in each case will allow the Company to use and commercialise any Created Works on an uninhibited and world-wide commercial basis;
- (d) there are no claims (actual or threatened) that the Created Works or any part of them infringe the Intellectual Property Rights of any third party; and
- (e) The Consultant is the sole owner of the Assigned Rights, free of any encumbrances including any security interest, equity, claim, restriction, reservation, conflicting claim of ownership or any other encumbrance of any nature whatsoever (whether or not perfected) and is entitled to enter into this Agreement and has not previously assigned any of the Assigned Rights or granted any licence to any of the Assigned Rights to any third party or given any permission to any third party to use any of the Assigned Rights or otherwise has no obligations to any third parties which are inconsistent with the rights and obligations set out in this agreement and the Consultant is unaware of any use by any third party of the Created Works.

8 MORAL RIGHTS

The Consultant waives absolutely and irrevocably any Moral Rights in any of the Assigned Rights.

9 CONFIDENTIAL INFORMATION AND BUSINESS PROPERTY

All Business Property remains the property of the Company.

The Consultant will not (except in the proper course of their duties), either during term of this Agreement or at any time afterwards, use or disclose to any third party (and will use their best endeavours to prevent the publication and disclosure of) any Confidential Information. This restriction does not apply to:

- (a) any use or disclosure authorised by the Company or as required by law; or
- (b) any information which is already in, or comes into, the public domain otherwise than through

the Consultant's unauthorised disclosure.

The Consultant will promptly on request return to the Company all and any Business Property in their possession and/or control.

10 DATA PROTECTION

The Consultant consents to the Company holding and processing data relating to the Consultant for legal, personnel, administrative and management purposes and in particular to the processing of any Special Category Personal Data as defined in Data Protection Laws relating to the Consultant including but not limited to:

- (a) information on racial or ethnic origin or religious or similar beliefs in order to monitor compliance with equal opportunities legislation;
- (b) information relating to any criminal proceedings in which the Consultant has been involved for insurance purposes and in order to comply with legal requirements and obligations to third parties.

The Consultant consents to the Company making such information available to the Company, regulatory authorities, governmental or quasi-governmental organisations and potential purchasers of the Company or any part of its business.

The Consultant consents to the transfer of such information to the Company's business contacts both within and outside the United Kingdom in order to further its business interests.

The Consultant will comply with the Company's data protection policy when processing personal data relating to any employee, worker, customer, client, supplier or agent of the Company.

11 TERMINATION

Notwithstanding section 2, the Company may terminate this Agreement with immediate effect without notice and without any liability to make any further payment to the Consultant (other than in respect of amounts accrued before the termination date) if at any time:

- (a) The Consultant commits any gross misconduct affecting the business of the Company;
- (b) The Consultant commits any serious or repeated breach or non-observance of any of the provisions of this Agreement or refuses or neglects to comply with any reasonable and lawful directions of the Company;
- (c) The Consultant is convicted of any criminal offence (other than an offence under any road traffic legislation in the United Kingdom or elsewhere for which a fine or non-custodial penalty is imposed);
- (d) The Consultant is, in the reasonable opinion of the Company, negligent or incompetent in the performance of the Services;
- (e) The Consultant makes any arrangement with or for the benefit of their creditors or is declared bankrupt or has a county court administration order made against them under the County Court Act 1984;
- (f) The Consultant commits any fraud or dishonesty or acts in any manner which in the reasonable opinion of the Company brings or is likely to bring the Consultant or the Company into disrepute or is materially adverse to the interests of the Company; or

- (g) The Consultant commits a serious breach of the policies and procedures of the Company.

The rights of the Company under this section 11 are without prejudice to any other rights that it might have at law.

12 OBLIGATIONS ON TERMINATION

The Consultant will immediately return any Business Property.

The Consultant will irretrievably delete any information relating to the business of the Company stored on any magnetic or optical disk or memory, and all matter derived from such sources which is in the Consultant's possession or under the Consultant's control outside the premises or computer systems of the Company.

Upon completion, the Consultant will provide a signed statement that they have complied fully with their obligations under this section 12.

If reasonably requested by the Company within 30 days following the termination of this Agreement for whatever reason, the Consultant will at their cost

- (a) provide all reasonable assistance to the Company to ensure an orderly handover of the Services to a successor contractor or employee; and
- (b) ensure that the handover is carried out with the minimum inconvenience and disruption to the Company and its business.

13 POST-TERMINATION RESTRICTION

By countersignature of this Agreement and in consideration for the fees payable to you under the terms of this Agreement, you agree that, in order to protect the confidential information, trade secrets and business connections of the Company to which you have access as a result of your appointment, you will not (without the previous consent in writing of the Company), during the term of this Agreement and for the period of 12 months immediately after the termination of this Agreement, whether as principal or agent and whether alone or jointly with any other person, or as a director, manager, partner, shareholder, employee or consultant of, carry on or be engaged, concerned or interested in any business which is (or intends to be) in competition with any business being carried on by the Company.

14 STATUS

The Consultant will be an independent contractor and nothing in this Agreement will render the Consultant an employee, worker, agent or partner of the Company and the Consultant will not hold themselves out as such.

The Consultant confirms that they will be personally fully responsible for

- (a) any taxation whatsoever arising from or made in connection with the performance of the Services, where such recovery is not prohibited by law; and
- (b) any employment-related claim or any claim based on worker status (including reasonable costs and expenses) brought by the Consultant or any Substitute against the Company arising out of or in connection with the provision of the Services, except where such claim is as a result of any act or omission of the Company.

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Dear Mr. Sanket Gaikwad
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15 NOTICES

- (a) Any notice or other communication given to a party under or in connection with this Agreement will be in writing and will be delivered by hand or sent by email to the other party's email address as notified from time to time.
- (b) Any notice or communication will be deemed to have been received;
 - (i) if delivered personally, at the time of delivery;
 - (ii) if sent by email, 1 hour after the time sent unless the sender received an automated message that the email has not been delivered.
- (c) This clause does not apply to the service of any proceedings or other documents in any legal action or, where applicable, any arbitration or other method of dispute resolution.

16 ENTIRE AGREEMENT AND PRE-CONTRACTUAL STATEMENTS

This Agreement is the entire agreement between the Consultant and the Company relating to the Services and each agrees that:

- (a) (unless specifically stated otherwise) they supersede any previous agreement or understanding relating to them;
- (b) in entering into this Agreement neither the Consultant nor the Company has relied on any pre-contractual statement; and
- (c) the only remedy available to it/them or arising out of or in connection with any pre-contractual statement will be for breach of contract.

Nothing in this Agreement will, however, operate to limit or exclude any liability for fraud.

17 THIRD PARTY RIGHTS

Except as expressly provided elsewhere in this Agreement, a person who is not a party to this Agreement will not have any rights under the Contracts (Rights of Third Parties) Act 1999 to enforce any term of this Agreement.

The rights of the parties to terminate, rescind or agree any variation, waiver or settlement under this Agreement are not subject to the consent of any other person.

18 GENERAL

This Agreement may only be varied by a document signed by both the Consultant and the Company (or their authorised representatives).

No failure or delay by the Consultant and the Company to exercise any right or remedy, or any partial exercise of any right or remedy, under this Agreement will waive that or any other right or remedy.

This Agreement may be executed in any number of counterparts.

The validity, construction and performance of this Agreement will be governed by and construed in accordance with the laws of England and Wales and each of the Consultant and the Company.

irrevocably agree to submit to the exclusive jurisdiction of the courts of England and Wales over any claim, dispute or matter arising under or in connection with this Agreement.

ADDITIONAL ITEMS

Remote Working

Your role, and the whole company, is completely remote and, as such, you can be based anywhere that suits you as long as you are able to connect by appropriate internet and security for online and video work during the agreed upon timelines (to be established later). RemoteStar and/or its clients may ask you to travel (internationally) on an occasional basis.

Working Hours

Your working hours will be full-time and while we don't track specific hours, this role is estimated to be approximately forty (40) per week worked. You will work Monday-Friday with flexibility that suits RemoteStar, its clients and your preferences.

It is expected that you will take appropriate breaks between during your work day to ensure rest and compliance with work regulations.

The Company may require you to vary the pattern of your working hours on a temporary or permanent basis depending on workload and the needs of the business. This may require a variation in your preferred start or finish time, or the days on which you normally work. This will be requested in advance and with consideration of your schedule.

Paid Time Off & Leave

The RemoteStar leave year runs from the 1st January to the 31st of December. You are entitled to an unlimited amount of holiday days inclusive of statutory holidays. Payment for holidays is made on the normal pay date as described above. Holidays must be approved in advance by your Manager.

BYOD

We operate on a Bring Your Own Device (BYOD) policy. You will be responsible for ensuring that you have the infrastructure (laptop, headphone, broadband, power backup, etc.) to do the work. Our Wellness & Technology Reimbursement will support you in this.

erity Shelter,
A-30/2/31, 3rd Floor,
Ankatesh Developers,
Above Rajrshi Shahu Bank &
Salaji Nagar, Dhankawadi

Dear Mr. Sanket Gar

We are pleased to
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SCHEDULE ONE

Start Date	1 January 2022
Term	From 1 January 2022 until terminated by 30 days notice or otherwise in accordance with the Agreement.
Project	Sales and Marketing Executive
Services	<p>The Consultant will provide the following services to the Company in connection with the Project:</p> <ul style="list-style-type: none">Source leads through networking, cold-calling, attending events & trade shows, social media campaigns and other marketing activities.Developing an outstanding strategy to nurture and engage with prospective customersBuilding strong customers' pipeline, prioritise leadsWork with internal delivery team to meet customer requirementsProvide support to customers during the initial phases of an engagement

For the first 3 months your sales target will be to get a minimum of 5 qualified sales meetings per month for RemoteStar.

Fee	You will get compensation of INR 25,000 per month including any applicable VAT
Approved Expenses	You would be eligible for our wellness and technology reimbursement of INR 50,000 paid after every 6 months, which supports you having the tools and setup you need to work effectively.

SIGNATURES

please indicate your acceptance of these terms and conditions by signing below.

We agree to the above.



Naresh Harwani
for and on behalf of Remotestar Ltd
6 January 2022

I agree to the above.



Rashi Dikshit
27 December 2021

WNS

Extending Your Enterprise

Date: February 02, 2022
Name: RADHA ASHOK POLISHI
Emp. No: 46980

CONFIRMATION

Dear Radha ,

Congratulations – you have been confirmed to the position of **HR- Executive** in **WNS GlobalServices Pvt. Ltd.** This is with effect from **February 10, 2022.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Global Services Pvt. Ltd.



Nitin Sardana
Corporate SVP – Human Resources

WNS Global Services Pvt. Ltd.: Plant No. 10 , Gate No. 4, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai – 400 079, India.
Tel : +91 22 4095 2100 | Fax: +91 22 2518 8307

CIN: U72200MH1996PTC100196



TSS Consultants Pvt Ltd
602/603 6TH FLOOR TRADE LINK A BLOCK
KAMALA MILL COMPOUND LOWER PAREL WEST MUMBAI

To,
Kulkarni Prerana Maharudra

Phone – 7073425165

Dear

Miss Prerana,

This has reference to your application and subsequent personal discussion & interview you had with us, we are pleased to offer you a position of **Administrative HR** at total annual salary of **Rs. 3,50,240 (Cost to Company)** as per **Annexure**. Your date of joining is **10.12.2021**.

Your place of posting would be **TSS Consultants Pvt Ltd**. This shall be subject to change as per company's requirement at different times, which will be accepted by you.

1. In case you are reimbursed with your notice period recovery from your previous employer, same shall be recovered with an interest of 12% PA from you, if you leave your services voluntarily before two years of services with us.
2. This offer of employment is subject to satisfactory reference check reports and verification of all the documents mentioned bellow. A detailed letter of appointment covering terms and conditions shall be issued to you upon your joining the organization.
3. The management reserves the right to withdraw this offer in case any of the information provided by you at the selection stage is found misleading or misrepresented.
4. You are advised to report on the joining date to the HR department along with the documents as per following documents.
 1. Appointment letter of the last company.
 2. Experience Certificates of Last 2 companies.
 3. Increment letter of the last company.
 4. Salary slip and Bank account statement for last 3 months.
 5. Resignation letter and relieving letter of last companies.
 6. Tax calculation sheet or form 16
 7. PAN Card & Aadhar copy
 8. Permanent and present address proof.
 9. Date of Birth proof.
 10. Copies of S.S.C. / H.S.C. / Graduation / Post- graduation / other mark sheets and certificates for our reference.
 11. Passport size photo (3 nos.)
 12. Medical Fitness Certificate & Blood Group.
 13. You need to be present in Formals (White Shirt with Blazer) for Photograph as per company Guideline.

Salary Increment | October 2021

29th Dec 2021
PRAVIN DEVIDAS GAIKWAD
2000929740

Hi PRAVIN DEVIDAS GAIKWAD,

We are pleased to inform you that in recognition and appreciation of your contribution towards Quess Corp Limited's success, your annual fixed compensation has been revised to INR 376500/- effective 1-Oct-2021.

Thank you for your commitment and hard work.

The revised compensation sheet is attached herewith.

With warm regards,



Authorized Signatory _____

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

G. Pravin

Employee ID : 2000929740
Name : PRAVIN DEVIDAS GAIKWAD
Designation : TEAM LEAD

New Compensation Sheet

Pay Heads	Rs. Per Month	Rs. Annually
BASIC	16513	198156
HRA	8257	99084
BONUS	1376	16512
FIXED OTHER ALLOWANCE	2554	30648
GROSS SALARY-A	28700	344400
PF EMPLOYER	1950	23400
ESIC@3.25% OF GROSS	0	0
LWF	0	0
INSURANCE	725	8700
TOTAL EMPLOYER CONTRIBUTION-B	2675	32100
CTC=(A+B)=C	31375	376500
TOTAL CTC	31375	376500
PF EMPLOYEE	1800	21600
ESIC @0.75% OF GROSS	0	0
LWF	0	0
PT	200	2400
TOTAL EMPLOYEE DEDUCTION-D	2000	24000
TAKE HOME-(A-D)	26700	320400

With warm regards,



Authorized Signatory



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20222457926/Pune/BPS/BTN

Date:11/04/2022

Dear Mr. Pratimesh Ganesh Halkare,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click Here](#) or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20222457926/Pune/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:



ISO 9001-2008
TOTAL MANPOWER SOLUTIONS

SGMS MAINTENANCE SERVICE

SERVICE PROVIDER : HOUSE KEEPING, OFFICE BOY, PENRY BOY, GARDEN DEVELOPMENT & GARDEN MAINENANCE,
OFFICE INDOOR & OUTDOOR PLANT, PROPERTY SOLUTION, FACILITY MANAGEMENT & LABOUR CONTRACTOR

CORPORATE OFFICE : Shop No.12, Ambe Bhakti CHS, Ltd., Plot No.97, Sec - 5, Nr. Daily Bazar,
Ghansoli, Navi Mumbai - 400 701. Tel.: 65839200 / 300 Mob.: 9321997771

E-mail : sgmssing@yahoo.co.in

Website : www.alliedsecurity.in

APPOINTMENT LETTER

DATE-05/06/2018

Miss. Pratiksha Ramchandra Dhainje

C/O Arun Kuchick, SS2-A/34,

Sector-5, Koperkhairane,
Navi Mumbai-400709

Sub: - Letter of Appointment

With reference to the discussion we had with you, we are pleased to appoint you as **Account Assistant** under the following terms and conditions:

1. Commencement Date

Your date of appointment will be effective from June 05th 2018 **M/s. SGMS Maintenance Service, Ghansoli, and Navi Mumbai.**

2. Salary and Benefits

Salary and benefits are details are as following:

Basic	5000
HRA	5000
Travel Allowances	1000
Total Salary	11,000/-

Your Gross Salary is 11000/-

3. Place of work

Your initial employment location will be **SGMS Maintenance Service, Ghansoli.**

4. Working Hours

The shift timings will be 10:00 am to 7:00 pm. Sunday will be weekly off & paid national holiday.

5. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of **Accounts Department**, as more particularly laid out in the job description for this position. You will report directly to the supervisor nominated by the management.

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ISO 9001-2008
TOTAL MANPOWER SOLUTIONS

SGMS MAINTENANCE SERVICE

SERVICE PROVIDER : HOUSE KEEPING, OFFICE BOY, PENRY BOY, GARDEN DEVELOPMENT & GARDEN MAINENANCE,
OFFICE INDOOR & OUTDOOR PLANT, PROPERTY SOLUTION, FACILITY MANAGEMENT & LABOUR CONTRACTOR

CORPORATE OFFICE : Shop No.12, Ambe Bhakti CHS, Ltd., Plot No.97, Sec - 5, Nr. Daily Bazar,
Ghansoli, Navi Mumbai - 400 701. Tel.: 65839200 / 300 Mob.: 9321997771

E-mail : sgmssing@yahoo.co.in

Website : www.alliedsecurity.in

6. Date of Joining

You are required to join on Date of Joining, following which this offer stands withdrawn. At the time of joining please submit the following documents:

- a) Proof of compensation last drawn Date of Birth proof certificate (S.S.C/H.S.C/Graduation Certificates) (Two Copies)
- b) Passport size photographs (Recent)
- c) ID Proof (Pan Card/Aadhar Card/Bank Details Xerox copies)

7. Increment will be as per satisfying performance.

8. Notice period will be 30 days after resignation.

9. Acceptance

Please sign and return the duplicate copy of this letter and annexure as a token of your acceptance of the terms and conditions mentioned herein.

If you fail to indicate your acceptance within a week from the date of the appointment letter, this offer of employment will be deemed to have been withdrawn and cancelled.

All other terms and conditions will be governed by the Company's policies as stated from time to time.

We look forward to your joining us for a long, successful and mutually beneficial association.

Yours faithfully

WITH BEST WISHES

SGMS MAINTENANCE SERVICE

Mr. Surjit Kumar Singh(Properitor)

(Miss. Pratiksha R.Dhainje)

Acceptance

MSC SERVICE CENTER INDIA PRIVATE LIMITED

Regd. Office :- Kosmo One, Tower B, 6th Floor, No. 14, 3rd Main Road, Ambattur Industrial Estate,
Ambattur, Chennai - 600 058, India. Tel : +91 44 71013450, Website : www.msc.com CIN : U74900TN2015FTC101541



05-1-2022

To,

Ms. PRATIK DIGAMBAR TANPURE
Pune

Dear Ms. PRATIK,

We are pleased to offer you an Appointment Offer with our Company as **Assistant Executive** at our **Pune** office in **IC-OA1** on the terms and conditions as discussed with you.

Our formal Appointment letter will be issued to you on your joining the Company.

We expect you to join us on **14-1-2022**.

Your employment offer is subject to **Medical examination** and issuance of satisfactory report by the Company's Doctor.

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

Kindly sign and share the duplicate copy of this letter in token of your acceptance of the offer.

Thanking you,

For **MSC SERVICE CENTER INDIA PRIVATE LIMITED**

A handwritten signature in black ink, appearing to be 'B. Suresh Kumar', with a long horizontal line extending to the right.

B. SURESH KUMAR
MANAGING DIRECTOR

Accepted and Signed by Dhanshri Kailas Junghare: _____

Dated: _____



GOVIND MILK & MILK PRODUCTS PVT. LTD

Head office-Ganeshsheri, Pandharpur Road, Kolki, Tal. Phaltan, Dist. Satara-415523, Maharashtra, India
Phone no. 02166-221302, 7350017851, 7350017852 Fax: (+91) 02166226025

Email – contact@govindmilk.com

Offer Letter

Name: PRASHANT SUDHAKAR SHINDE

Address: Flat no 16 ,E wing, Near Railway Station, Dapodi, Pune

Post Code: 411012

Date: 6th May 2021

Dear Prashant,

We are pleased to confirm that **Govind Milk & Milk Products Pvt Ltd** would like to formally offer you the position of **Business Development Executive**, subject to receiving the following:

- a) Two satisfactory references from the information you provided.
- b) Satisfactory pre-employment Additional Information questionnaire.
- c) Evidence of qualifications (original certificates).
- d) Satisfactory PVG Scheme clearance.
- e) Evidence of eligibility to work in the UK.
- f) Valid, current driving license.

[Your employment shall be subject to an initial probationary period of no. of months during which your performance and conduct will be monitored.]

On your first day, you should bring your passport (and other documentation, if necessary) and P45. Copies will be taken of these documents for our records.

Your commencing salary will be **500000 per annum**. [Your employment does not attract bonus payments.]

The other terms and conditions of employment are set out in your Terms and Conditions of Employment. The Terms and Conditions of Employment, along with this Offer Letter, will form your contract of employment.

Please sign and date both copies of this Offer Letter and both copies of the enclosed Terms and Conditions of Employment where indicated, to confirm that you understand and accept the terms and conditions. Please keep one signed copy of the Terms and Conditions of Employment and return one signed copy of each document or the document to us as soon as possible.

When writing, please could you confirm the date on which you are free to commence employment with us. We understand this date to be start date if known. At the same time, please advise us of any medical conditions, allergies, special requirements etc. of which we should be aware to enable reasonable adjustment discussions to be progressed.

If you have any questions concerning the terms of our offer please let us know as soon as possible and we will do all we can to ensure they are answered.

We look forward to your reply and look forward to welcoming you to the Company.

Yours sincerely




Govind Milk & Milk Products Pvt. Ltd. Phaltan
Vijay Parte
Senior Officer



Dear Prasad,

Congratulations ! We are pleased to have you onboard as part of our sales team.

Date of Joining - on or before 18th May 2022

Reporting time - 9.30am

Reporting Manager - Mr Sourabh Sareen

Compensation Offered - CTC 6,60,000 per annum i.e 37 % hike (
Government Taxes and other deduction applicable as per law)

Designation - Team Lead with Grade S4

Please carry or you may send soft copies of the list of documents attached in this email along with New Joining Form.

The location address of the new office will be guided accordingly.

Kindly acknowledge this email as acceptance to the offer.

Thanks & Regards
Ashwini Rastogi | HR | Realis Connect Pvt. Ltd
8380079187

Annexure A – List of Documents

1. Latest/updated Resume

2. Identity Proof: (Any One)

- a. Passport
- b. AADHAR Card
- c. Voter's card
- d. Driving License

3. Current and Permanent Address Proof – (Any One)

- a. Electricity bill
- b. Telephone bills
- c. Corporation tax receipt

4. Date of Birth Proof – (Any One)

- a. Birth Certificate
- b. School Leaving Certificate
- c. HSC Certificate

5. Educational Information: All documents

- a. SSC mark sheet & certificate
- b. HSC mark sheet & certificate
- c. School leaving and Domicile certificate
- d. Graduation (if applicable): Semester (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)
- e. Post-graduation (if applicable): Semester wise mark sheets or a consolidated mark sheet and Certificate (Passing Certificate / Convocation Certificate / Provisional Passing Certificate)

6. Professional Information: (as applicable)

- a. Previous employment offer letter
- b. Previous employment Appointment letter
- c. Previous employment Relieving Letter/Experience Certificate / Service Certificate from all previous employers (if applicable)
- d. Resignation Acceptance Letter / Email / Relieving Letter / Experience Certificate from current employer (if not currently available, it is mandatory to submit the same on the date of Joining)
- e. Last three (3) months salary slip/salary certificate
- f. Six (6) months salary account bank statement

7. One (1) passport size photograph

PAN Card (Mandatory)

ANNEXURE I				
NAME		Mr Prasad B Kadam		
DESIGNATION		Team Lead - Sales		
LOCATION AT THE TIME OF APPOINTMENT		Pune		
QUALIFICATION		Bcom		
TOT. EXP.		5+ years		
DATE OF JOINING		18-May-22		
Grade		S4		
		ANNUAL	MONTHLY	Remarks
	Gross Salary - CTC (Per Annum)	660000		As per following break up
SALARY COMPONENTS				
1	Basic & Allowances			
	Basic Salary	264000	22000	
	House Rent Allowance	105600	8800	
	Flexible Allowances	268800	22400	
	Salary	638400	53200	
2	Provident fund (Employer Contribution)	21600	1800	
3	Total Gross Salary - CTC	660000	55000	
DEDUCTIONS				
A)	Professional Tax (As per state rules & regulations)			Shall be computed and deducted from the salary at the time of disbursement
B)	Income Tax and other Government taxes if any as per prevailing rules of State & Central Government			Shall be computed and deducted from the salary at the time of disbursement
C)	Provident Fund Employees Contribution			Shall be computed and deducted from the salary at the time of disbursement



PRANJALI Jibhenkar
103403503

14-Jul-2022

Dear PRANJALI,

Congratulations! Effective 17-Jul-2022, your services will be transferred to Amazon Development Centre (India) Private Limited, your team will be 8779-CentralTime Keeping-VAR in Hyderabad and your business title will be Sr. Associate,CTK, level 3. And, your reporting manager will be Ragula Srikanth Reddy. All other employment terms and conditions will remain same as per original appointment letter.

Effective 17-Jul-2022, your Annual Base Pay will be Rs. 490,365 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. All other compensation will remain unchanged.

If in the event that visa approval or other non-controllable delays (as determined by Amazon in its discretion) result in your internal transfer occurring in Amazon's next compensation year (on or after April 1), your compensation set out in this offer letter may be modified to reflect the adjusted position in that new compensation year in line with Amazon's usual local compensation model and review processes. Any such modification will be confirmed to you in writing.

Confidential Information

During your employment, you will have access to highly confidential information of Amazon India. Even the work done by you for Amazon India is highly confidential. This role change may require you to execute a Confidentiality, Non-competition and Invention Assignment Agreement for protection of such confidential information. In such case, your role change would be subject to and conditional upon you signing and returning the Confidentiality, Non-competition and Invention Assignment Agreement to Amazon India and complying with the terms thereof, at all times.

Relocation

For detailed information about your relocation benefits, please review the related documents. If your employment from our Company terminates for any reason before you have completed twelve months of active employment from 17-Jul-2022, you will be responsible for reimbursing our Company for any relocation expenses paid to you or incurred by the Company on your behalf, on a prorated basis.

We are confident in your ability to take on new challenges and we look forward to your continued contributions to the company's success.

Thanks again for your efforts. Please contact your manager or your HR Business Partner with any questions.

For Amazon Development Centre (India) Private Limited

A handwritten signature in black ink, appearing to be 'KVS Surendra Raju', written over a faint rectangular stamp.

K V S Surendra Raju
Senior Manager, Employee Services

ACCEPTANCE

I agree to and accept this transfer and the terms set forth above.

Money Finserv

Date: 18.01.2021

Dear,

PRAJAKTA RAVINDRA MAHALE
Hadapsar Pune 411028

Dear Prajakta ,

We are Pleased to inform you a position of "Marketing Executive" With Money Finserv . Your total employment Cost to company will be Rs- 210994/-per annum, effective from your date of joining the company. The details are provided in the annexure.

You are required to submit a copy of relieving letter from your previous Organization (as applicable) mentioning the cause of separation on your date of joining.

Please check below details:

Probation Period -The probation period needs to be served by the candidate, after joining the job.

Confirmation Letter - Candidate will get confirm based on performance during the probation period.

Notice Period Clause – if the employee desire to leave the company, he/she need to serve notice period as per stated (2 months)

PRAJAKTA RAVINDRA MAHALE

Name of employee

Bhushan shah -Sr Mgr Operation Head

Name/Sign of provider of Appointment letter

Tech Mahindra BUSINESS SERVICES

Tech Mahindra
Business Services Ltd

Building No. 3, Cybercity, Tower No. 144 & 145,
Samrat Ashoka Path, Off Airport Road, Pune - 411 006

CIN No: U72900MH2000PLC159149

Phone : +91 (20) 4914 2000
Fax : +91 (20) 4914 2233

Website: www.techmbis.in

Registered Office:
Spectrum Towers, Mindspace, Commercial Building,
Link Road, Malad (West), Mumbai - 400 064

February 15, 2020
MISS Prachi Bhosale

Dear Prachi,

Welcome to Tech Mahindra Business Services Ltd. We are pleased to offer you the position of **Customer Relation Advisor** in our organization. The terms and conditions of the offer are given below:

- Your initial place of Posting will be in **PUNE** with **UK-PUNE-Operations**.
 - You are expected to join as early as possible, and not later than **February 20, 2020** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on February 20, 2020
Time: 1:00 PM
Venue: 3 House- 1st Floor - NEO Room.
Our contact no. for recruitment is +91(020) 49142141
 - You will be on probation for a period of **three months**. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
 - This offer of appointment is conditional and subject to you clearing the **Reference Check**. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab Initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
 - You are willing to work in 24*7 shifts
 - Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
 - You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
 - This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
 - Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
 - You are informed that any request for a change in process will not be accommodated at the time of joining.
 - The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
 - We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter. If you have been identified please specify the bank. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
 - The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.
- Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.
- Once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Sincerely,
Tech Mahindra Business Services Ltd

al Khanna
ral Manager - Talent Aquisition



Validate your offer letter on

MyJob



Winner of the 2016 and 2017
Pollup Great Workplace Award

Compensation and Benefits Plan

Prachi Bhosale
Customer Relation Advisor

Name:- Designation:-	(Amount in INR P.M.)	(Amount in INR P.A.)	
Salary Component			
Fixed Salary	9000	108000	
Basic	7337	88040	
Other Allowance	4500	54000	
House Rent Allowance	1500	18000	
Night Shift Allowance	1000	12000	
Statutory Bonus	23337	280040	
Sub Total (A)	1080	12960	@ 12% of Basic Salary
PF - Employer Contribution	0	0	
ESIC - Employer Contribution [3.25% of Sub Total (A)]	1080	12960	
Sub Total (B)	24417	293000	
Fixed CTC (A+B)	3500	42000	During Probation, you will be paid 1750/-per month. (Refer Net Take Home table below)
# Performance Incentive @ 100% - (C)			
Cost to Company (CTC) (A+B+C) @ 100%	27917	335000	
Annual Benefits	-	5538	
Insurance (Medical, GPA & EDLI)	-	340538	
Total Cost (Salary + Benefits)			

Performance Incentive :-
1. Represents the targeted amount. Actual incentive amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.

- Performance incentive is not applicable during Probation.
- During Probation you will be paid a monthly training allowance of Rs 1750/-

Note:
1. All payments are subject to appropriate taxation
2. The salary structure & additional benefits are liable to change from time to time based on company policy

In addition to the above, there is a Retention Incentive which will vary from Rs. 0 to Rs. 20,000 pm. The current weighted average is Rs. 4,500 pm. This amount may increase / decrease or get discontinued as per company policy and business requirements.

Notes on Benefits

Insurance: Medical : Coverage :- For Self / Spouse & up to two dependent children, as per company policy
Sum Insured :- Amount - 1.50 Lacs
EDLI / Group personal Accident Insurance (GPA) : Coverage :- Employee
Sum Insured - 6.02 lacs for EDLI & 5 Lacs for GPA

Net Take Home (Pre tax)

	Month 1	Month 2	Month 3	Month 4 - Onwards (once confirmed)	Month 5
Fixed Salary (-) PF, ESIC & PT	22057	22057	22057	22057	22057
Training Allowance	1750	1750	1750	-	-
Performance Incentive	-	-	-	3500	3500
Total Salary	23807	23807	23807	25557	25557

Tech Mahindra
Business Services Ltd

Building No. 3, Coimbatore Survey No. 144 & 145,
Samrat Ashoka Path Off Airport Road Pune - 411 008

CIN No. : U72800MH2006PLC158149

Phone : +91 (20) 4914 2000

Fax : +91 (20) 4914 2233

Website: www.techmbs.in

Registered Office
Spectrum Towers, Mindspace, Chincholi Bunder,
Link Road, Malad (West), Mumbai - 400 064

From Month 4 and post confirmation, actual amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.

will receive the monthly training allowance until the 3rd month & from the 4th month you will be aligned to MIP (For the fourth month's performance the conversation will be conducted in the fifth month and incentive payout for the same will be credited on 15th of the sixth month)
For the 1st payout performance incentives will continue getting credited on a monthly basis (15th of following month).

I hereby agree and accept that I have understood all the salary components, my net take home calculation and the incentive payout. I also agree and accept that salary fitment is as per the Company's policy.

Vishal

Vishal Khanna
General Manager – Talent Acquisition

Signature :
Applicant Name : Prachi Bhosale



Veritas Software Technologies India Private Limited,
Panchshil Business Park, 4th and 11th to 16th Floor, Building C,
Survey No 20, Balewadi, Pune 411045, Maharashtra, India.
Tel.: 020- 66157001, Fax No.: 020-66157709,
Corporate Identification Number: U72200PN2015FTC154978

10-10-2022

Pune

Dear Nikita Avtade

Appointment as HR executive cum Trainee

We are pleased to offer you the appointment as Assoc Sales Operations Spec with Veritas Software Technologies (India) Private Limited.

This offer is subject to your acceptance of the following terms and conditions:

Designation: You will be appointed as Assoc Sales Operations Spec or such other position determined by the Company from time to time (in which case the terms of this employment agreement (**the "Agreement"**) will continue to apply to your new position). You will be initially be reporting to Pravin Kadam, HR manager, or such other person or position, as determined by the Company from time to time.

Date of Commencement: This offer is contingent on your reporting to your manager on the Date of Commencement. As agreed, you will commence your employment with the Company on 15-10-2021. If you do not report to your manager on the Date of Commencement, the Company is entitled to treat this offer and any acceptance thereof as null and void.

This offer is contingent on: (i) you producing to us the relieving letter from your prior employer no later than 45 days from date of commencement, and (ii) you obtaining and maintaining at all times any required work permits/qualifications for you to lawfully work for the Company in India. If you [do not produce relieving letter, or if you] do not have and maintain any such work permits/qualifications, this offer and any acceptance hereof is deemed null and void, your employment will be terminated immediately and you agree that you are not entitled to any notice, or payment of salary in lieu of notice.

Site of Employment: The normal place of work will be Pune. You may be required to work at any premises of the Company, and its affiliates, or at the premises of their customers, clients, suppliers or associates within India, or abroad, from time to time. You agree to work in accordance with the Company's scheduled time. You recognize that your duties may require you to engage in travel on behalf of the Company and that flexible hours must be maintained based upon the needs of the customers. You expressly agree to accept such reasonable travel and hours of work without additional compensation to the extent allowed under local labor law.

Previous Employment: If you are employed, you are expected to join the Company only after your present employer formally relieves you. You are required to submit the relieving letter from your present employer to the Company. The Company will not be liable for any consequences arising out of any of your previous employments. You hereby agree that you are not subject to any terms or conditions (whether contractual or otherwise) which restrict or may restrict your ability to carry out your duties for the Company or any Group Company.

Background Check: The offer of employment is subject to and contingent upon verification of the details provided by you and the Company's satisfaction with the results of any reference and background checks, which shall include without limitation –

interviewing past and current employers and verifying educational and professional and qualifications. For business requirements, you may also be required to undergo a criminal check. If you provide or cause someone else to provide any false or misleading information, or if the Company is not satisfied in its absolute discretion with the results of the reference/background checks, then this offer and any acceptance of it by you will be deemed to be null and void and of no effect. If you have commenced employment, your employment may be terminated immediately and without any payment of salary in lieu of notice. As part of our joining procedure, you will be required to provide details of criminal proceedings, if any have been initiated against you before joining the Company. If there are none, you will be required to provide a written declaration stating so.

Duties and Responsibilities: You shall perform the duties and responsibilities as set by the Company and that are consistent with your position within the Company. You must act in the best interests of the Company, serve it faithfully and diligently and comply with all legal requirements applicable to you and all lawful directions issued to you by the Company from time to time. You agree that you shall not at any time during the term of this Agreement, without the prior written consent of the Company, be engaged, employed, concerned or interested, directly or indirectly, in any other employment, business or occupation that may conflict with your duties to the Company.

Salary: You will receive an annual gross base salary of Indian Rupees ₹775,000.00 payable in monthly installments (Please review the attached Salary annexure sheet for the detailed breakup of the above mentioned compensation before the acknowledgement, which forms the part of this offer letter). Such salary shall be subject to all applicable withholding income tax requirements and other applicable deductions.

Annual Incentive Plan: Based on your position, you are eligible to participate in the Annual Incentive Plan (AIP), a discretionary incentive program that rewards the achievement of Veritas Technologies LLC's financial objectives. This plan may be amended, withdrawn or replaced without notice and at the Company's sole discretion, subject to applicable local law. Under the current program, you will be eligible for an annual bonus target of 7% of your annual salary/OTE. Your actual payment may be higher or lower depending on company performance and will be prorated based on your hire date in relation to the current fiscal year AIP plan. Details of the AIP plan will be made available to you once you begin your employment with Veritas. To receive the award, you must satisfy all eligibility requirements of the Program, which will be available to you after you begin your employment.

Annual Leave: You will receive annual leave in accordance with the Company's annual leave policy. The details of this policy may be found at HR VHelp.

Public Holiday: You shall be granted public holidays as listed for office employees by the local Government.

Suspension: The Company further reserves the right to suspend you with or without pay from employment during any period where the Company is investigating your alleged misconduct and/or any breach (including but not limited to any breach of the Policies as defined below or any other regulations) by you.

Termination: The Company shall, at its sole discretion, be entitled to suspend you without pay, demote you or terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) and without any payment of salary in lieu of notice in any of the following cases, which are deemed "for cause":

- if you are dishonest or engaged in serious or persistent misconduct or, without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder, or breach the terms of this Agreement, or fail to observe the Company's disciplinary rules or any other regulations of the Company from time to time in force, or fail to perform your duties to the satisfaction of the Company;

- if you become bankrupt or have a receiving order made against you, or make any general composition with your creditors;
- if you commit any act that is in contravention of any laws of India and undergo police investigation therefor, without satisfactory explanation to the Company, or if you are present in Company's premises under the influence of alcohol and/or any other intoxicating substances; and/or
- if you are **absent** from work without the Company's consent for a continuous period of **three working days**, unless your absence is due to circumstances beyond your control or later is excused by medical certification valid for the period of absence

In the event that your employment with the Company is terminated for any other reason, the Company will provide 60 days' notice (or such greater amount of notice as may be required by law) or payment in lieu of notice. If you voluntarily terminate your employment with the Company, you must provide us with 60 days' written notice.

During any period of notice, you may be required by the Company, in its absolute discretion, not to contact its employees, customers or suppliers, not to attend at your place of work at any time and not to perform any duties for the Company or to perform only such duties, specific projects or tasks as are assigned to you expressly by the Company, for such period and at such place or places (including, without limitation, your home) as the Company deems appropriate, provided that you will be entitled to receive full pay and benefits (excluding any commission or bonus) during such period. For the avoidance of doubt, you will remain the Company's employee during any such period and may not carry out any work for any third party.

Effect of Termination: Upon termination of this Agreement pursuant to the section on Termination for cause set out in clause 12, you shall not be entitled to any compensation, severance pay, or indemnity whatsoever.

Policies of the Company: You are subject to the policies, procedures and rules of the Company ("**Policies**") as amended from time to time. For the avoidance of doubt, the Policies do not create contractually binding obligations on the Company, however, failure on your part to comply with the Policies may result in disciplinary action up to and including termination of your employment.

Restrictive Covenant: You will not for a period of six (6) months after the termination of your employment (without the previous consent in writing of the Company) and whether on your own account or for any other person, firm or company directly or indirectly in connection with any business similar to or in competition with the business of the Company solicit or endeavor to entice away from the Company any person, firm or company (a) who or which in the 12 months prior to the end of your employment shall have been a client or supplier of or in the habit of dealing with the Company and (b) with whom or which you had personal dealings in the course of your employment in the 12 months prior to the end of your employment.

You will not for a period of six (6) months after the termination of your employment (without the previous consent in writing of the Company), either alone or in association with others (i) solicit, or permit any organization directly or indirectly controlled by you to solicit, any employee of the Company to leave the Company, or (ii) solicit for employment, hire or engage as an independent contractor, or permit any organization directly or indirectly controlled by you to solicit for employment, hire or engage as an independent contractor, any person who was employed by the Company at the time of the termination or cessation of your employment with the Company; provided, that this clause (ii) shall not apply to any individual whose employment with the Company has been terminated for a period of twelve months or longer.

Data Privacy: You expressly consent to the processing (including collection, use, and local and international transmission to databases within the Company's Group or third-party contractors storing such data on the Company's behalf) of your personal data. You may request and obtain access to your



Veritas Software Technologies India Private Limited,
Panchshil Business Park, 4th and 11th to 16th Floor, Building C,
Survey No 20, Balewadi, Pune 411045, Maharashtra, India.
Tel.: 020- 66157001, Fax No.: 020-66157709,
Corporate Identification Number: U72200PN2015FTC154978

own personal data (where collected) and correct or delete such data (where appropriate). The Company's data privacy authorization is set out in the Employee Privacy and Data Protection Notice.

Entire Agreement: This Agreement, along with the Confidentiality and Intellectual Property Agreement and the Employee Privacy and Data Protection Notice, constitutes the entire agreement between the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that matter.

Conditions: This Agreement shall be interpreted and given effect in accordance with the laws of India. The parties agree to submit to the exclusive jurisdiction of the courts of the state of Maharashtra with respect to the adjudication of any dispute arising hereunder. Nothing in this Agreement shall operate to exclude or limit any liability for fraud. If any term or provision of this Agreement should be held by a court of competent jurisdiction to be invalid or in any way unenforceable it shall be severed and the remaining provisions shall not in any way be affected or impaired, and this Agreement shall be construed so as to most nearly give effect to the intent of the parties as it was originally executed.

Group or Group Company: For the purposes of this Agreement, the "**Group**" or "**Group Company**" means the Company, Veritas Technologies LLC ("**Veritas**"), any subsidiary of the Company or Veritas, any holding company of the Company or Veritas and any subsidiary of such a holding company. The expressions "subsidiary" and "holding company" shall have the meanings given to them by section 4 of the Companies Act 1956.

The group / division you are joining offers round the clock Support for its customers. You will be required to work in shifts. The rotation of shifts is at the discretion of the Team Manager.

Veritas will pay you a one-time hire-on bonus in the amount of INR₹35,000.00 (less withholding allowances) payable along with your first month's salary. If you voluntarily terminate employment with Veritas prior to completing one year of service, you will be required to reimburse Veritas 100% of the total hire-on bonus. In the event this reimbursement obligation is triggered you hereby authorize Veritas to withhold the reimbursement amount from any monies to which you may be entitled at the time of termination, such as wages, commissions, bonuses, accrued vacation time, and business expense reimbursements.

Employment with the Company is contingent upon verification of your personal and professional references. In addition, if you agree to the foregoing terms and conditions of your employment with the Company, please indicate your acceptance by signing the acknowledgment below.

This offer is valid for 5 business days from the date of this letter.

I look forward to working with you in the future. I am sure you will find the Company a challenging and rewarding place to be.

For,

Veritas Software Technologies (India) Private Limited



Leucadia Milly Sandeep

India HR Lead - (Business Partner & Talent Acquisition)

Signature: *Nikita Avtade*

[leena Khairnar](#) (Oct 10, 2022 13:31 GMT+5.5)

Email: avtadenikita0002@gmail.com



**ZILHA PARISHAD PRATHMIK SCHOOL ,
YAWAT NO.2**

A/p Yawat , Tal. – Daund , Dist. -Pune 412 214

“Appointment Letter for School Administration “

Date :- 1/8/2021

Name :- Miss. Nikita Shashikant Kale

Address :- A/p Uruli Kanchan, Ashram Road ,
Tal. – Haveli , Dist. – Pune. 412 202

Contact :- 8208506163

Sub. :- Appointment letter for school administration

Dear Nikita , Congratulations !

On behalf of z. p. p . school, Yawat no. 2 ,Pune . We are hereby pleased to let you know that the School Management Committee is offering you an exciting opportunity to serve as “School Admin” at our school.

Please let us know about your consent within one week ,if you wish to join the school with the salary and services offered.

Thank you.

मुख्याध्यापक
जिल्हा परीषद प्राथमिक शाळा
यवत क्र. २, ता. दौंड, जि. पुणे
Idios No 27280410402

H. M. Of Z. P. P. School, Yawat no.2

Kutval V. S.

OFFER LETTER

Date: 15th December 2021

To: NILESH THOMBARE

Dear NILESH

Based on your interview, we are pleased to offer you the position of Jr **Analyst** with an annual Total Fixed Salary of **INR 3.80 Lacs** (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.


You will directly report to Sr. Branch Manager Branch Operations and will be located at **Pune**.
As discussed, your date of joining will be Friday, **16th December 2021** or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.

Sincerely,



Liton Saha
AVP – Human Resources & Administration

Annexure -1

Salary Components	Amount PA (in INR)
PART-A GROSS PAY	
Basic Salary	180000
HRA	72000
Personal Allowance	64008
Statutory Bonus	13728
TOTAL GROSS PAY	3,29,736
PART-B REIMBURSEMENTS	
Telephone & Internet Reimbursement	0
Book Reimbursement	0
Sodexo Food Pass	0
Leave Travel Allowance (LTA)	0
Petrol and Vehicle Maintenance Reimbursement	0
Child Study Scholarship and/or Self Professional Upgradation Reimbursement	0
Company Car for official work/purpose	0
TOTAL REIMBURSEMENTS	0
PART-C STATUTORY / RETIRALS	
Employer's Contribution to Provident Fund	21600
Gratuity	8664
ESIC	0
TOTAL STATUTORY / RETIRALS	30,264
TOTAL FIX PAY (A+B+C)	3,60,000
PART-D ON TARGET VARIABLE PAY	
On Target Variable pay (earning potential)	28,800
TOTAL ANNUAL ON TARGET COMPENSATION (OTC)	3,88,800

Note:

1. You will also be eligible for Variable Pay as per Pay Policy, if applicable.
2. You will receive salary, and all other benefits forming part of your salary subject to, and after, deduction of Tax in accordance with applicable laws.
3. You will also be eligible for Insurance benefits as per Insurance Policy, if applicable.

Annexure -2

1. Proof of Date of Birth
2. Aadhaar Card
3. PAN Card
4. 10th Class Certificate
5. 12th Class Certificate
6. Graduation Certificate
7. Professional Qualification Certificate(s)
8. Experience letters from all Companies you worked for, including current Company
9. Latest Passport size-coloured photographs (4 Nos.)



To,

Nisha Dilip Varshindkar

Kasar lane Rahuri Dist - Ahmednagar

Dear Nisha Varshindkar,

We are pleased to appoint you as "Senior Branch Relationship Officer" in the "HDFC Bank Relationship" Department at Sangli - Maharashtra Location of Aditya Birla Sunlife Insurance ("Company"). Your appointment is effective from your Date of Joining i.e. 11/10/2021. ("DOJ")

Your employment with the Company shall be subject to the following terms and conditions:

1. Details of your compensation are as per the attached Annexure "A". The payment of compensation shall be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable laws in force from time to time. In addition to your fixed pay, you will be covered under the Sales Incentive Plan. The payout will be based on your performance and dependent on parameters that are defined under the Sales Incentive Plan from time to time.

2. Your compensation may be revised from time to time in accordance with Company's policies.

Probation, Confirmation & Separation:

3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you on your joining. This will be based on your performance and dependent on parameters that are defined under the Sales Progression Plan from time to time.

4. Initially you will be on probation for a period of 6 (six) months from the Date of Joining the Company. Your services will be confirmed on successful completion of New Hire Goalsheet as mentioned in Annexure "B", else you would continue in probation till such time as your services are either confirmed in writing or terminated as per clauses below.

5. Once confirmed, unless the employment is terminated earlier, you shall continue to be in the employment of the Company up till attainment by you of the age of superannuation, as set out in the Company policy from time to time, which at present is 60 years. Your superannuating age will be calculated against the date of birth proof submitted at the time of joining the Company.

6. During the probation either party may terminate the service by: (i) giving 15 days' written notice; or (ii) payment in lieu of notice period to be paid by the party terminating the services to the non-terminating party.

7. Post confirmation, either party may terminate the service by (i) giving < 30> days' written notice; or (ii) payment in lieu of notice period to be paid by the party terminating the services to the non-terminating party. The services can also be terminated by the Company on Grounds of non-performance of the employee, on which issue the decision shall be taken the sole discretion of the Company, by (i) giving 30 days' written notice; or (ii) payment in lieu of notice period to be paid by the Company to the employee.

8. Payment in Lieu of Notice Period: In case either party wishes to make payment instead of continued employment during the notice period (both during the probation period and post confirmation) then the same be calculated on a daily basis, on the basis of Basic Salary. The payment shall have to be made for the number of days falling short of the notice period.

9. It is clarified that the Company reserves the right to either to accept or to deny, at its sole discretion, the payment in lieu of notice period, if so requested by the employee, both during probation period and post confirmation, and may ask the employee to serve the full notice period.

10. The employee cannot avail of any privilege leave during the notice period, except with the prior approval of the head of department/function. It is clarified that the employee is not entitled to any privilege leave during probation period, thus, cannot claim to avail the same during the notice period in case of termination of employment during the probation period.

11. The final relieving of the employee from the employment shall be subject to (i) the employee's satisfactory handover of the duties and all information and documents pertaining to the work of the employee to the Company's representative or the employee's successor; (ii) settlement of outstanding dues payable from the employee to the Company; (iii) service of notice period or

payment in lieu thereof, as the case may be; and (iv) clearance from your immediate supervisor and such other departments as may be prescribed in the Company Policy.

12. Termination for Cause: The Company reserves the right to terminate your employment immediately without giving a notice period of service or payment in lieu of notice period in case reason for the same exists ("**Termination for Cause**"), which circumstances include but are not limited to: (i) any violation of the terms and conditions of employment as contained in this letter or as contained in any of the rules, regulations and policies of the Company, as shall be amended from time to time; (ii) In case the Company : finds you guilty of misconduct, dishonesty or acting in a manner prejudicial to or conflicting with the interests of the Company; and (iii) in case you absent yourself from the services of the Company without prior approval for four (4) consecutive days or overstay sanctioned leave without prior intimation and approval by four (4) consecutive days; in this case you will be deemed to have abandoned service voluntarily and shall have to pay to the Company payment in lieu of notice.

Actions Upon Ending of Employment:

13. In the event your retirement (upon attaining the age of superannuation), separation or termination of your employment by the Company for any reason whatsoever, you will promptly return to the Company, all documents, files, notes, lists, credit cards, computer disks, recordings, print-outs, drawings, any other assets (including, without limitations, any materials reflecting or containing Confidential Information) that are in your possession or under your control and that relate to the operation and business of the Company. You shall not be entitled to retain any duplicates or summaries of or notes on any of the foregoing.

14. In case you are provided with accommodation by the Company, then upon end of your employment with the Company, howsoever caused, you shall vacate the premises in accordance with the rules of the location of your posting and of the Company and within the time frame prescribed therein, subject to any other time frame as may be specifically communicated to you in writing.

Leaves:

15. You will be governed by the Company's leave policy in force and as applicable to your category of employees from time to time.

Traveling:

16. In the course of your employment, you may be required to travel to domestic and foreign locations in connection with the Company's business, according to the directions and instructions issued by the Management, from time to time, for which you will be reimbursed expenses in accordance with the relevant travel policies.

Transfer:

17. Your services are liable to be transferred, as per Company Policy, to any other associate or affiliate entity of the Company and such transfer can be to any other domestic or international location. Upon transfer you shall be paid relocation expenses as per Company Policy. The Company is a part of the Antifrazile and the companies in the Antifrazile are affiliates of the Company. It is understood and agreed that the Company shall have the right to transfer/second you, as the case may be, to any function or business group, any other location within India or overseas, or to its affiliate and subsidiary organizations, at any time in the future, whether present or set up in future. All such transfers shall be on continuity of service basis, however, upon such transfer you shall be governed by the rules, regulations and policies of such new employer and all your legal rights and remedies shall only be against such new employer.

Confidentiality & Non-Disclosure:

18. You agree that during your employment you may have access to or acquire, through the Company, its employees, clients, vendors, service providers etc., various kinds of information pertaining, amongst others, to the business, employees, clients and other stakeholders of the Company and that all such information ("**Confidential Information**") shall be treated as confidential and shall not be disclosed by you to any third party or even other employees of the Company. Disclosure of Confidential Information to other employees of the Company shall be purely on a need to know basis. You should refrain from sharing any information – whether words, images, logos or videos – that is Confidential or proprietary to the Company through any modes of media, including public newspaper, journal, television channels, online media, news channels or otherwise. You shall not release/ disclose on media, any internal communication intended solely for the information of all employees of the Company nor shall you associate yourself with any group or entity engaging in such activities without the prior approval of the management. You shall not publish or communicate, in any manner, any derogatory or defamatory content about the Company, its associates, affiliates, management or other employees. You understand and agree that you

have a continuing obligation not to use, publish or otherwise disclose either during or after your employment with the Company, any trade secrets, Confidential or proprietary information belonging to, or concerning or referring to the Company, or any client or customer of the Company. You acknowledge that should you breach this provision, the Company will suffer immediate and irreparable harm and that money damages will be inadequate relief and therefore, you agree that should you breach this provision; the Company will be entitled to injunctive relief to enforce the provisions contained herein.

19. During the continuance of your employment with the Company and thereafter, any process, practice, discovery or invention ("Invention") developed or acquired by you in the course of discharging of the assigned duties, shall remain the sole property of the Company and same shall not be used in any manner whatsoever by you without the specific knowledge and express permission of the Company, post cessation of your employment with the Company, and you hereby assign all rights, title and interest in such Invention to the Company and agree to help the Company to perfect its title to the same.

20. During the period of your employment with the Company and for a period of one year thereafter you agree you shall not, whether directly or indirectly, induce or solicit any person employed or engaged by the Company or its affiliate companies (whether as an employee, consultant, advisor or in any other manner) to terminate their contractual relationship with the Company; and become an employee of, or directly or indirectly offer services in any form or manner to any other company, person or entity. You shall keep the Company indemnified in respect of any loss that may be caused to it as a result of breach of this covenant by you.

21. During the period of your employment with the Company and for a period of one year thereafter you agree that you shall not, whether directly or indirectly, solicit or induce any customer to remove its business from or reduce its business with the Company or its affiliates.

22. You agree to keep strictly confidential in whole or in part, the terms of this letter/agreement and further agree not to disclose the terms of employment to any person and entity except as required by law or legal process and except for disclosure to your attorneys, accountants, and immediate family.

Company's Rules, Regulations and Policies:

23. The Company reserves the right to change the terms of employment from time to time.

24. You will be bound by the various rules, regulations and policies of the Company as are existing on the date and as shall be amended by the management from time to time and the same are deemed to be part of your terms and conditions of employment. You are required to follow the Company's values and code of conduct and other policies and these include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You are required to acquaint yourself with the various rules, regulations and policies of the Company and follow these strictly. In order to keep the Employee apprised of the changing policies on a regular basis, the Company shall make reasonable efforts to make the policies available for the employees to access them.

25. Any violation of the terms and conditions as contained in this letter and the Company's rules, regulations and policies and can render your employment liable to be terminated.

26. While you are being appointed in the current role and function, you may be called upon to perform such other duties or take on such other responsibilities in the interest of the business and priorities of the Company, which the management believes are well within your capabilities and of which the management will be the sole judge. In this regard, it is further clarified that with ever changing scene of technology, office automation, administrative procedure, you will undertake to adapt new methods of working with the use of modern or modified equipment, tools etc. of work as dictated by the circumstances of the Company's business in a competitive environment.

27. Your continuance in the employment of the Company is subject to your remaining physically and mentally fit for the purpose of the job. As and when required by the management, you will submit yourself to medical examination at the cost of the Company by a physician appointed by the Company for the purpose.

28. During the course of your employment with the Company you shall not take up any other employment or activity, whether for or without consideration, that may be a conflict with your responsibilities as an employee of the Company and shall devote your full time and attention to the employment with the Company. Amongst others you will not contest election to any legislature or local body without the previous specific permission of the employer in writing.

29. You will keep us informed of any changes in your residential address (Current and Permanent), or any other personal particulars relevant to your employment e.g. change in name, addition of further professional qualifications etc.

30. You confirm that there is no litigation/conviction against you before any Court of Law which involves criminal offence or offences involving moral turpitude.

31. You give your consent and irrevocable authorization to the Company: (i) to share and disclose the information relating to your current and previous employment and academic credentials with any person, vendors or any other authority or any third party, engaged by the Company to obtain such information as is required for the purpose of proper background check and verification, both during and after your term of employment; (ii) to provide a reference check covering your employment with the Company, including sharing the cause of your exit from the Company to any third party or repository agency conducting a reference check on behalf of any other employer or agency, as may approach it either during or post your exit from the Company; and (iii) to share your details or any other information pertaining to your employment with any Government authority and agency, pursuant to a request received for the same both during and post your exit from the Company.

32. During your employment the employer may also ask you for proof of date of birth, nationality, education, prior employment documents and proof of relationship with any nominees in any statutory or other benefit plans provided by the Company, etc. which have to be submitted by you within a stipulated timeline as required by the Company. The employer will store these documents in electrical / physical format as deemed fit or relevant.

33. (i) This appointment is contingent upon:

(a) Satisfactory results of the pre-employment medical check-up and satisfactory reference checks, background verifications, verification of educational qualifications and past employment records.

(b) All information, facts and figures provided by you to the company's representatives at any point in time, being accurate and true.

(c) Your acceptance of the above terms and conditions.

(ii) The Company reserves the right to terminate your employment forthwith, without any notice period or payment in lieu of notice, in case any information provided by you or your references turns out to be false or incorrect.

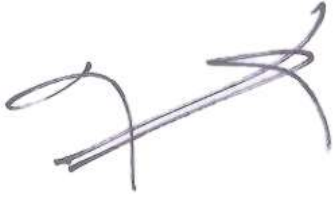
(iii) You are requested to provide us a copy of this appointment letter signed by you as an indication of your acceptance.

We wish you an enjoyable and rewarding association with **Aditya Birla Sun Life Insurance**

Yours Sincerely,

For & on Behalf of

Aditya Birla Sun Life Insurance

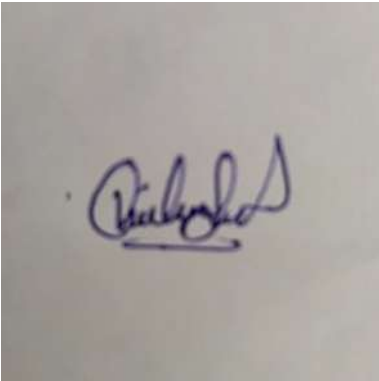


Authorized Signatory

Prasad Kakkat

Head – Sales HR

I have read and understood all provisions relating to my employment with the organization and I accept all the terms and conditions mentioned in the same.



Name:

Date:

Annexure A

		Fixed Compensation	
		Monthly	Annual
Salary		8750	105000
	Basic Salary	8750	105000
Allowances & Reimbursements		14029	168349
	Housing Rent Allowance	4375	52500
	Education Allowance	200	2400
	Statutory Bonus	1400	16800
	Special Allowance	8054	96649
Gross Salary		22779	273349
Retirals		2221	26651
	Provident Fund (Company Contribution)	1800	21600
	Gratuity	421	5051
Fixed Compensation		25000	300000

Annexure B HDFC Bank Relationship

New Hire Goal Sheet

On your joining, you will be governed by the following Goal sheet as given below:

Confirmation	Period	Goal Sheet	Scenario	Action
	By M6	40% of 6m WFYP Target	Achievement of Goal Sheet	Confirmation
			Non-Achievement of Goal Sheet	Confirmation period extension to M9
	By M9	40% of 9m WFYP Target	Achievement of Goal Sheet	Confirmation
			Non-Achievement of Goal Sheet	Separation from service

Points to Note:

- If you join before 10th of a month, same month will be considered as 1st Month of Joining (M1)
- If you join after 10th of a month, next month will be considered as 1st Month of Joining (M1)
- WFYP refers to Weighted First Year Premium. Targets will be assigned to you upon joining basis the branches mapped.
- In case you fail to achieve the goals as defined above; your services will be terminated effective the last date of applicable evaluation period which is at the end of 10 months.

Please note that your annual goal sheet targets will be governed by the Sales Progression scheme as designed and communicated by the company from time to time.

OMSHREE INDUSTRIES

Plot No. 298, Sect No. 10, PCNTDA, Bhosari MIDC, Pune – 411026,

E Mail- omshree147@gmail.com

OFFER LETTER

Date: 15th December 2021

To: NISHIGANDHA ADKINE

Dear Nishigandha,

Based on your interview, we are pleased to offer you the position of Business Development Executive with an annual Total Fixed Salary of INR 4.50 Lacs (subject to tax deductions).

You will also be eligible for Variable Pay as per Company Policy which will be 8% of your Annual Total Fixed Salary. The salary breakup has been provided in Annexure - 1.

You will directly report to Sr. Branch Manager Branch Operations and will be located at Pune.
As discussed, your date of joining will be Friday, 16th December 2021 or earlier.

On your joining, you will be issued with a detailed appointment letter stating the terms of your employment with us.

Please confirm your acceptance of the offer by signing and sending scanned copy of this offer letter and send us the accepted copy of your resignation from current Company within 2 days of receiving this offer letter, failing which this offer will stand cancelled automatically without any further information to you.

Soft Copies of documents (as mentioned in Annexure - 2) shall be sent to us immediately at hr@innov.in. On the day of joining, you may kindly bring the originals copies as well as photocopies of these documents for your personal file.



Hridiya Maruti Patil

AVP – Human Resources & Administration



APPOINTMENT LETTER

26 Jul, 2021

PALLAVI AVAGHADE

Pune

Dear **PALLAVI**

Welcome to the Capita family!

This contract sets out the main terms and conditions, on which Capita India Private Limited will employ you. This contract comes into effect from **2 Aug, 2021**. The offer will stand revoked if you are unable to join us on the said date.

JOB TITLE

You will be employed in the position of **Executive - Accounts in India - Band 7 - Operations**. You will be based at **Pune**. However there may be business requirement which requires flexibility of location and you may be asked to work partly or wholly from another location including working remotely from home on a permanent or temporary basis.

The Company reserves the right to change your duties and responsibilities during your employment.

REMUNERATION

Your total remuneration (Cost To Company) on an annual basis will be Rs. **300,000.00**. All payments made to you will be subject to deduction of tax at source as applicable under the Income Tax Act 1961. Other statutory deductions may be applicable as per the law of the land from time to time.

Please find details of your package attached in the Salary Annexure. This amount is inclusive of your basic salary, statutory allowances to which you will be eligible and subject to statutory deductions as per the law of the land.

Salaries are normally reviewed annually. The review does not guarantee you an increase in salary. Any increase will be awarded on the basis of individual performance and the achievement of objectives, business profitability and market rates.

BACKGROUND CHECKS / REFERENCES

Background check will be conducted verifying your Highest Education, Last 2 Employments and a Criminal Check for present and past addresses. These will cover suitability for the job, reliability and honesty. Should such background checks prove unsatisfactory, your employment in the Company will be withdrawn. At the time of joining and throughout the course of your employment with the Company, you are required to have a minimum Credit Score of 600 or above and no previous/existing criminal records against you. Subsequent to your joining, in case your Credit Score falls below 600 or there is any change in your criminal records, you are expected to proactively report any such changes and consequences arising thereof, to the Company immediately. The Company reserves the right to request for re-verification of your Credit Score and/or Criminal Check at any time during your employment as part of regulatory/audit requirements and as a commitment to its Clients.

Meeting minimum required standards are a must to ensure continuance of the employment contract.

HOURS OF WORK

You will be asked to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies, as per the Company policy and applicable laws from time to time. In order to be flexible to meet customer's needs you may be required to work additional hours from time to time. Overtime terms shall be as per the Company policy and applicable laws from time to time. You will be provided minimum one weekly off.

Capita India Private Limited

Registered Office: Plant 6, Godrej & Boyce Complex, LBS Marg, Pirojshahnagar, Vikhroli (West), Mumbai - 400079, Maharashtra, India.

Tel.: +91-22-4042 5700 Registered in India. CIN: U93090MH2006PTC166414

Website: www.capita.com

Data Classification: Confidential

PROBATIONARY PERIOD

Your employment will be subject to a **Six** months probationary period from the date of joining the Company. During your probation period, the Company will regularly assess and review your performance. At the end of this period your services will be confirmed. However, if your work performance is not of the required standard the company may extend your probationary period or terminate your employment without assigning any reasons. During probation period, either party may terminate the contract by giving notice in writing as applicable based on Company Policies. Please refer to the Policies Section on the Intranet for the Company's Probation Period and Notice Period Policies applicable to you.

The employee will be deemed to have abandoned his/her employment if he/she discontinues service for more than 10 days without prior approval from his reporting Supervisor/Manager.
The services of such employees will be terminated on non-communication on employee's behalf with his/her Supervisor/Manager or the HR representative.

DEDUCTIONS

The Company shall be entitled to deduct from salary, or from any payment due to you upon termination of employment or during your employment, any monies due from you to the Company. Such sums include, without limitation, repayment of any loans or advances, repayment of any overpaid holiday pay, salary or benefits and the cost of any damage to or failure to return the Company's property. The Company will operate this clause in a fair and reasonable manner.

NORMAL RETIREMENT AGE

Normal retirement age is the 60th birthday for all employees.

ILLNESS

If you are prevented by ill-health, accident or other urgent necessity from reporting for work or performing your duties, you shall bring this to the notice of your line manager as soon as possible and provide the Company with all relevant information as it may reasonably require.

You may be required by the Company to attend an examination by a qualified registered medical practitioner appointed or agreed to by the Company and you may be required to produce a certificate of medical fitness before you resume work. Absence from work or disability in performing your duties beyond the period of sick leave to which you are entitled under the Company's policies shall be, at the discretion of the Company, without salary.

LEAVE ENTITLEMENT

The leave entitlement shall be as per the Company policy and applicable laws from time to time

If you leave the Company, you are entitled to be paid for any outstanding leave entitlement. If leave already taken exceeds entitlement, the Company will deduct a pro rata amount from any monies owing to you at the time.

MATERNITY LEAVE (Only relevant to a Woman employee)

You will be eligible for amended benefits under Maternity Benefit Act, 1961 as under:

Maternity Leave: You shall be entitled to 26 weeks of leave under Maternity Benefit of which not more than 8 weeks can precede the date of your expected delivery. However, in case you have two or more surviving children then the benefit will be for 12 weeks of which not more than 6 weeks shall precede the date of expected delivery.

Adoption & Commissioning Mothers: A woman employee who legally adopts a child below the age of three months or a commissioning mother shall be entitled to maternity benefit for a period of twelve weeks from the date the child is handed over to the adopting mother or the commissioning mother, as may be the case.

NOTICE PERIOD FOR TERMINATION

You are required to provide the Company with written notice to terminate this agreement as governed by the Company policies. Should the Company terminate your employment, unless it is by reason of misconduct, the Company will give you the same written notice as applicable as per the Company Policy. Please refer to the Policies Section on the Intranet for the Company's Notice period Policy applicable to you.

The Company reserves the right to require you not to attend work or undertake any duties in relation to your employment during the notice period. The Company has discretion to pay you in lieu of notice. The maximum liability of the Company shall not exceed three months' salary and statutory benefits in case the termination is found to be wrongful.

The employee will be deemed to have abandoned his/her employment if he/she discontinues service for more than 10 days without prior approval from his reporting Supervisor/Manager.

The services of such employees will be terminated on non communication on employee's behalf with his/her Supervisor/Manager or the HR representative.

NOTICE PERIOD (For training / migrations in the UK / India)

The Company may propose a training programme / Migration in the UK / India exclusively for upgradation of your process knowledge OR knowledge transfer programme at the cost of Company. In case you accept the proposal of the training programme, immediately, following conditions for the notice period shall be applicable to you.

a) If your training period is less than 10 weeks or 10 weeks, you cannot leave the organisation within 6 months (for calculation 180 days) from the last date of return from the training/migrations in the UK. In the event of resignation within a period of six months (for calculation 180 days) from the last date of return of training /migration in the UK, you will be required to:

- 1> complete the full 6 months (for calculation 180 days) from the last date of return (mandatory) and serve the normal notice period (mandatory) as per the policy.

2> In the event you fail to comply with the above, you will need to:

- reimburse the entire cost incurred by the Company in training you
- you will be required to pay in lieu of shortfall in notice (will be calculated as 6 months (for calculation 180 days) minus notice period served, basis gross salary)

You shall serve the notice in writing to your immediate line manager.

b) If your training period is more than 10 weeks, you cannot leave the organisation within 12 months (for calculation 360 days) from the last date of return from the training/migrations in the UK. In the event of resignation within a period of twelve months (for calculation 360 days) from the last date of return of training/migration in the UK, you will be required to:

- 1> complete the full 12 months (for calculation 360 days) from the last date of return (mandatory) and serve the normal notice period (mandatory) as per the policy.

2> In the event you fail to comply with the above, you will need to:

- reimburse the entire cost incurred by the Company in training you
- you will be required to pay in lieu of shortfall in notice (will be calculated as 12 months (for calculation 360 days) minus notice period served, basis gross salary)

You shall serve the notice in writing to your immediate line manager.

c) **Training in India** : In the event of your training cost equal to or exceeding INR 1,50,000 per annum, you cannot leave the organisation within 6 months (for calculation 180 days) from the last date of completion of the training. In the event of resignation within a period of six months (for calculation 180 days) from the last date of completion of training, you will be required to:

- 1> complete the full 6 months (mandatory - for calculation 180 days) from the last date of completion of training and serve the normal notice period (mandatory) as per the policy.

2> In the event you fail to comply with the above, you will need to:

- reimburse the entire cost incurred by the Company in training you
- you will be required to pay in lieu of shortfall in notice (will be calculated as 6 months (for calculation 180 days) minus notice period served, basis gross salary)

You shall serve the notice in writing to your immediate line manager.

Should the Company terminate your employment, unless it is by reason of misconduct, the Company will give you notice as per Company policy.

The Company reserves the right to require you not to attend work or undertake any duties in relation to your employment during the notice period. The Company has discretion to pay you in lieu of notice.

TRAINING AND COMPETENCE SCHEME

If required as per role, you will be required to attain competence as per the T&C scheme within 24 months.

This includes passing all appropriate examinations (Certificate in Financial Planning), and the other relevant requirements to attain competence, as per your role as an overseer. This will commence from the Overseer date (which will be communicated by your Line Manager) as per the Training and Competency Scheme, if applicable.

This condition being mandatory and statutory in nature, it is compulsory for you to attain competence within the stipulated time frame given to you from time to time either verbally, in writing, or through electronic media. Please note that non-observance of aforesaid condition shall result in automatic termination of your service without any notice or notice period thereof.

TRANSFERABILITY

Your services shall be liable for transfer from one department / project / profit centre / Location / branch / state / city/country to another solely at the discretion of the management and your refusal to accept the same shall attract disciplinary action.

STATUTORY & MODEL STANDING ORDERS

You will be subject to the Statutory & model standing orders. If you have any grievance relating to your employment, you should refer the matter to your line manager in the first instance.

INVENTIONS, COPYRIGHT AND DESIGN RIGHTS

You shall promptly disclose and deliver to the Company full details, including drawings and models, of any inventions, discoveries or improvements which are originated, conceived, written or made by you at any time during your employment and which relate or could relate, directly or indirectly, to the Company's business.

You shall promptly disclose to the Company any copyright works or designs originated, conceived, written or made by you during your employment which relate, or could relate, to the Company's business.

You assign to the Company by way of future assignments with full title guarantee all copyright, design rights and other proprietary rights for their full terms throughout the world in respect of all works and material originated, conceived, written or made by you during the course of your employment which relate, or could relate, directly or indirectly to the Company's business.

You irrevocably and unconditionally waive in favour of the Company any and all moral rights conferred on you now or in future in force in any part of the world for any work the rights in which are vested in the Company.

You will not use any third-party data or materials that are not validly licensed by the Company unless authorised by your manager. You will not violate the Intellectual Property Rights of any third party in the course of your employment. If the Company is held liable for any violation by you, you will indemnify the Company against any losses, liabilities, litigation and expenses.

EXCLUSIVITY OF SERVICE

During your employment, unless otherwise agreed by your line manager, you shall not undertake any other business, profession, or employment, or be or become directly or indirectly concerned or interested in any other business, profession or employment.

CONFIDENTIAL INFORMATION

During your employment with us, or at any time after its termination, you will not be permitted to use or disclose to another, be it another employee or a third party, (unless you must do so in order to carry out your normal working duties whilst employed by us) any confidential information belonging to the Company, or any Associated Company, or in respect of which the Company, or any Associated Company, owes a duty of confidentiality.

Confidential information includes but is not limited to:

- any information given by a person to the Company who is a client or potential client of the Company
- confidential lists and particulars of the clients and potential clients of the Company or any Associated Company;
- any information relating to the products, or proposed products, of the Company or any Associated Company;
- any marketing, financial, business or sales information or terms of contracts or agreements, or plans relating to the Company or any Associated Company
- any information which the Company has identified as confidential

OBLIGATIONS AFTER EMPLOYMENT

On termination of your employment you agree that you will not, either directly or indirectly, for a period of 12- months following your last day of employment on your own behalf or on behalf of another person:

(i) seek, canvas, solicit or accept from any person who was a client or potential client of the Company, or any Associated Company, any financial services or insurance business of the type offered by the Company, or any Associated Company.

(ii) seek to persuade any client or potential client of the Company, or of any Associated Company, not to conduct or renew any financial services or insurance business with the Company, or any Associated Company, or to terminate such business.

You agree that the compensation payable under this agreement is sufficient consideration for this clause, and that the time and character limitations are reasonable and will not impair your ability to earn a livelihood.

INTELLECTUAL PROPERTY

The intellectual property in any material (e.g. ownership of copyrights, confidential information, trade marks or patentable inventions) made or acquired by you or to which you have had access or have had knowledge of in the course of your employment shall be the property of the Company and is covered by the confidentiality provisions set out above.

COMPANY PROPERTY

You shall promptly whenever requested by the Company and in any event upon the termination of your employment (for whatsoever cause) deliver up to the Company or its authorised representatives all property, including without limitation: computer, mobile phone, office equipment which may be in your possession or under your control and which relate in any way to the property, business or affairs of the Company, any associated Company or any client or agent of the Company.

INFORMATION SECURITY

On commencing employment with the Company, you will be required to sign an Agreement of Non-Disclosure, Confidentiality, Conflict of Interest and Secrecy.

This agreement is the entire and sole agreement between the parties and replaces all other agreements or arrangements, whether they were written or verbal, and by signing this agreement you confirm that you accept the terms of this agreement and have not relied on any agreements which are not contained in this document.

NON- ENTICEMENT

You are not permitted for a period of 12 months after your last day of employment, to employ, or solicit or entice away from the Company or any Associated Company any employee or worker who is engaged by the Company or any Associated Company in a senior managerial, sales or sales support capacity including customer services employees and was a person with whom you dealt in the course of your duties.

PROCESSING OF YOUR INFORMATION

By signing this agreement, you are giving your consent to allow the Company to process your personal information, including sensitive information such as health information and information about criminal convictions, for employee administration and management purposes, which may include the carrying out of appropriate security checks. You also consent to our transferring your information to countries, which do not provide the same level of data protection as India.

During your employment with the Company, various software tools/applications may be installed on company desktop/laptop, or any other IT & telecommunication device (including any pre-approved personal device falling under “bring your own device” category) for the purposes of (amongst others) monitoring your productivity, maintaining confidentiality of the Company and/or its clients’ data and/or information and to protect legitimate business interests of the Company. This monitoring may include, but not be limited to, log in & out details on the IT System, tracking of productive hours, tracking of non-active & idle hours including time spent on browsing non-relevant applications and URLs, desktop/laptop screen viewing rights by seniors/line managers strictly to ensure transparent handling of confidential data and/or information and to avoid misuse of any data.

JURISDICTION

This agreement shall be governed by, and construed in accordance with, the laws of the Republic of India.

Yours Sincerely,

For Capita India Private Limited



Hemal Varma
Director - Human Resources

DECLARATION

All the information declared by you being found true and accurate. In the event of any suppression of facts or falsification of information, dishonesty, disobedience, misappropriation, absence from work without permission or any other act considered detrimental to the interest of the Company, or of violation of one or more terms of this appointment, your services are liable to be terminated without notice.

You are requested to sign the duplicate copy of this letter as a token of your acceptance.

Signed.....

Date:

Name: **PALLAVI AVAGHADE**



I acknowledge receipt of the original copy of this contract and accept the terms and conditions set out herein

DECLARATION

In order to comply with the regulatory environment in which Capita operates, we are required to ask employees about specific aspects of their background.

Please answer the following questions honestly and completely by ticking in the space next to either "Yes" or "No" and providing further details where required. If you need more space than is given for additional information, please use an extra sheet.

- Have you ever been dismissed by a previous employer or have you ever resigned under a disciplinary procedure?

Yes-----

No -----

If yes, please provide full details:

- Have you ever been convicted of any criminal offence?

Yes-----

No -----

If yes, please provide full details:

- Please confirm how many days you have been absent from work because of illness over the last 2 years. If any period of absence was for longer than a period of working days, please confirm the reasons for the absence.

----days

Details:

- Do you have any permanent medical disability?

Yes-----

No-----

If yes, please provide full details:

- Are you currently in arrears on any repayments for any type of financial services? This may include mortgages, personal loans, credit arrangements etc.

Yes-----

No-----

If yes, please provide full details:

I understand that any offer of employment will be subject to the information on this form being correct.

I understand that any false, incomplete or misleading information that I may give will make me liable, if employed, to dismissal.

Signature: -----

Name : **PALLAVI AVAGHADE**

Date : -----

Name:- PALLAVI AVAGHADE

Designation:- Executive - Accounts, Band:- India - Band 7 - Operations

COMPONENTS OF PAY - PER ANNUM

(A) FIXED COMPONENTS

Basic Pay -- Rs. 120,000.00

House Rent Allowance -- Rs. 60,000.00

Statutory Bonus -- Rs. 36,000.00

Personal Pay -- Rs. 62,400.00

Total Fixed Pay (TFP) -- Rs. 278,400.00

(B) RETIRALS

Provident Fund (Employer's Contribution) -- Rs. 21,600.00

COST TO COMPANY (CTC) (A+B) -- Rs. 300,000.00

(C) PERFORMANCE VARIABLE PAY

Monthly Variable Pay -- Rs. 36,000.00

(Earning potential assuming Rating 'Delivers Consistently')

TOTAL COST TO COMPANY (TCC) (A+B+C) -- Rs. 336,000.00

Note:

* Monthly salary is subject to deduction of Professional Tax and Income tax.

- Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.

- HRA will be exempted from tax subject to producing the relevant bills as per income tax rules.

- You can claim reimbursements which is a part of your 'Personal Pay' for availing Income Tax exemption, as per applicable laws and company policy. Please refer to the policy note on Flexi-benefits for the plans applicable to you.

- Discretionary Variable Performance Bonus mentioned above is indicative, which is discretionary and performance based, and is paid out to all such employees who are on the active rolls of the Company (not resigned), as on the date of pay out and is calculated based on the Performance appraisal rating of the employee and Company performance & its discretion. The organisation reserves the right to amend/alter the compensation structure.

- You will be covered for Insurance (Mediclaime or ESI basis salary eligibility, Personal Accident, Term Life) as per Company policy.



- You will be paid Gratuity as per the Gratuity ACT.

For Capita India Private Limited

A handwritten signature in black ink, appearing to read 'Hemal Varma', with a horizontal line underneath.

Hemal Varma
Director - Human Resources



Wuerth Industrial Services India Pvt. Ltd.
Gat No. :396, Behind Atlas Copco Warehouse,
Pune - Nagar Road, Lonikand,
Tal. Haveli, Dist. Pune - 412216.
Tel. : +91 (0) 2067312400
Fax : + 91 (0) 20 67312499
www.wuerth-industry.in

Ref: Wuerth Industrial Services India Pvt. Ltd

Date: 27-April-2020

Pallavi Rajapathak
A-4 /4 Samrat Garden, behind Vaibhav theater,
Hadapsar, Pune-411028

SUB: APPOINTMENT LETTER

Dear Pallavi,

With reference to your application, subsequent interviews and upon thorough perusal and consideration of the information as submitted by you, we are pleased to inform you of your appointment for the post of **"Sales Support Analyst"** with Wuerth Industrial Services India Pvt. Ltd., hereafter refer as "WISIPL" on the following terms and conditions :

The terms and conditions of the Appointment Letter are:

1. Effective Date:

Your appointment shall be effective on **27-April-2020**

2. Location: Initially you will be posted at our
Wuerth Industrial Services India Pvt. Ltd.
4th floor, Summer Court, near to season mall,
at Sr. No. 138 (P) +139(P), Magarpatta,
Hadapsar, Taluka Haveli, District Pune - 411036

WISIPL may, at the discretion of exigencies of business or otherwise, transfer you to or from any of its departments or branches, or associate or subsidiary companies, in a similar or comparable capacity, within the geographical limits of India, whether such department, branch, associate or subsidiary company is or is not in existence at the time of commencement of this contract of employment or to loan your services to any other group concern. In the event of transfer, you will be required to confirm to the working hours and working days that are operative at the place to which you are transferred.

I have read the terms and conditions of the above appointment order. I have understood the contents of the same.
I agree to work on the terms indicated in the same and any rules and regulations now in force or which may hereafter be brought into force from time to time.

Name: _____

Signature: _____

DATE: 29/11/2021

OFFER ID: 60342-214865-198241

Mr. Pavan Gajanan Kendre
At Post : Akot
Tal & District : Akola At post akot
Akola Maharashtra - 444101

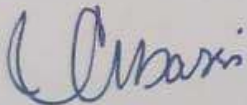
Dear Pavan Gajanan Kendre,

Welcome to Cipla!

Over the last eight decades, Cipla has been built on the foundation of care. With our pioneering work in the Indian Pharmaceutical industry, we have become the preferred choice of doctors, patients and employees. We have a **strong legacy** and we are all set for a **stronger future**. We welcome you in our journey as we progressively transcend into an integrated, forward looking and agile organisation with "Caring for Life" at its core.

We look forward to working with you and wish you a rewarding career with us.

Warm regards,



Vinay Kumar Bassi
Head HR - Operations

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013
Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com
Corporate Identity Number L24239MH1935PLC002380

Date: February 02, 2022
Name: POOJA PRANESHRAO JOSHI
Emp. No: 469821

CONFIRMATION

Dear **Pooja**,

Congratulations – you have been confirmed to the position of **Executive** in **WNS GlobalServices Pvt. Ltd.** This is with effect from **February 02, 2022**.

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Global Services Pvt. Ltd.



Nitin Sardana
Corporate SVP – Human Resources

Date: February 02, 2022

Name: POOJA KRUSHNA MANE

Emp. No: 469865

CONFIRMATION

Dear Pooja,

Congratulations – you have been confirmed to the position of **HR Executive** in **WNS GlobalServices Pvt. Ltd.** This is with effect from **February 15, 2022.**

All other terms and conditions of your employment remain unchanged.

We look forward to your renewed energy and continued commitment.

Thank you once again for your contribution.

Yours Sincerely,

For WNS Global Services Pvt. Ltd.



Nitin Sardana
Corporate SVP – Human Resources



Flat No E-1106, Wing E2, Pebbles II S. No. 270, Behind DSK
Toyota, Bavdhan PUNE Pune MH 411021

Date: 10.03.2021

POONAM BHAUSAHEB RAMGADE
Hadapsar Pune 411028

Dear Poonam,

We are Pleased to inform you a position of "Relationship Executive" Corazon Homes Pvt Ltd. Your total employment Cost to company will be Rs- 300000/-per annum, effective from your date of joining the company. The details are provided in the annexure.

You are required to submit a copy of relieving letter from your previous Organization (as applicable) mentioning the cause of separation on your date of joining.

Please check below details:

Probation Period -The probation period needs to be served by the candidate, after joining the job.

Confirmation Letter - Candidate will get confirm based on performance during the probation period.

Notice Period Clause – if the employee desire to leave the company, he/she need to serve notice period as per stated (2 months)

A handwritten signature in blue ink, appearing to read 'H. P. Ram', is written over a faint circular stamp.

-Sr Mgr Operation Head

POONAM BHAUSAHEB RAMGADE

Name of employee

Name/Sign of provider of Appointment letter

Tech Mahindra BUSINESS SERVICES

Tech Mahindra
Business Services Ltd.

Building No. 3, Connaught Place, 15th Floor, 15/5,
Gurgaon, Ashoka Path, CB Airport Road, Gurgaon - 122 002

CIN No. U72200MH2005PLC0159149

Phone: +91 (0) 4914 2000

Fax: +91 (0) 4914 2230

Website: www.techmbis.in

Registered Office:
Spectrum Towers, Mindspace, Connaught Border,
Link Road, Malad (West), Mumbai - 400 054

February 15, 2020
MISS Prachi Bhosale

Dear Prachi,

Welcome to Tech Mahindra Business Services Ltd. We are pleased to offer you the position of **Customer Relation Advisor** in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in **PUNE** with **UK-PUNE-Operations**.
2. You are expected to join as early as possible, and not later than **February 20, 2020** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on **February 20, 2020**
Time: **1:00 PM**
Venue: **3 House- 1st Floor – NEO Room.**
Our contact no. for recruitment is **+91(020) 49142141**
3. You will be on probation for a period of **three months**. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the **Reference Check**. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab Initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter. If you have been identified please specify the bank, _____. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,

For Tech Mahindra Business Services Ltd


Vishal Khanna
General Manager – Talent Acquisition



Validate your offer letter on

MyJob



Winner of the 2016 and 2017
Gallup Great Workplace Award

Compensation and Benefits Plan

Name:-

Designation:-

Prachi Bhosale
Customer Relation Advisor

Salary Component

Fixed Salary	(Amount in INR P.M.)	(Amount in INR P.A.)	
Basic			
Other Allowance	9090	108000	
House Rent Allowance	7337	88040	
Light Shift Allowance	4500	54000	
Statutory Bonus	1500	18000	
	1000	12000	
Sub Total (A)	23337	280040	
PF - Employer Contribution	1080	12960	@ 12% of Basic Salary
ESIC - Employer Contribution [3.25% of Sub Total (A)]	0	0	
Sub Total (B)	1080	12960	
Fixed CTC (A+B)	24417	293000	
# Performance Incentive @ 100% - (C)	3500	42000	During Probation, you will be paid 1750/-per month. (Refer Net Take Home table below)
Cost to Company (CTC) (A+B+C) @ 100%	27917	335000	
Annual Benefits	-	-	
Insurance (Medical, GPA & EDLI)	-	5538	
Total Cost (Salary + Benefits)	-	340538	

Performance Incentive :-

- Represents the targeted amount. Actual incentive amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.
- Performance incentive is not applicable during Probation.
- During Probation you will be paid a monthly training allowance of Rs 1750/-

Note:

- All payments are subject to appropriate taxation
- The salary structure & additional benefits are liable to change from time to time based on company policy

In addition to the above, there is a Retention Incentive which will vary from Rs. 0 to Rs. 20,000 pm. The current weighted average is Rs. 4,500 pm. This amount may increase / decrease or get discontinued as per company policy and business requirements.

Notes on Benefits

Insurance: Medical : Coverage :- For Self / Spouse & up to two dependent children, as per company policy
Sum Insured :- Amount - 1.50 Lacs
EDLI / Group personal Accident Insurance (GPA) : Coverage :- Employee
Sum Insured - 6.02 lacs for EDLI & 5 Lacs for GPA

Net Take Home (Pre tax)

	Month 1	Month 2	Month 3	Month 4 - Onwards (once confirmed)	Month 5
Fixed Salary (-) PF, ESIC & PT	22057	22057	22057	22057	22057
Training Allowance	1750	1750	1750	-	-
Performance Incentive	-	-	-	3500	3500
Total Salary	23807	23807	23807	25557	25557

Tech Mahindra BUSINESS SERVICES

Tech Mahindra
Business Services Ltd

Building No. 3, Commercial Survey No. 144 & 145,
Sambal Ashoka Path, Off Airport Road, Pune - 411 006

CIN No. U72900MH2006PLC159149

Phone: +91 (20) 4914 2000

Fax: +91 (20) 4914 2233

Website: www.techmba.in

Registered Office:
Spectrum Towers, Mindspace, Chincholi Bunder,
Link Road, Malad (West), Mumbai - 400 064

* Note - From Month 4 and post confirmation, actual amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.

You will receive the monthly training allowance until the 3rd month & from the 4th month you will be aligned to MIP (For the fourth month's performance the conversation will be conducted in the fifth month and incentive payout for the same will be credited on 15th of the sixth month)

After the 1st payout performance incentives will continue getting credited on a monthly basis (15th of following month).

I hereby agree and accept that I have understood all the salary components, my net take home calculation and the incentive payout. I also agree and accept that my salary fitment is as per the Company's policy.

Vishal

Vishal Khanna
General Manager - Talent Acquisition

Signature :
Applicant Name : Prachi Bhosale